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ABSTRACT

A study was done in Pennsylvania to identify the demographic characteristics and inservice needs of adult vocational teachers in five employment categories: full-time adult vocational teachers, part -time adult vocational teacher only, part-time adult vocational teacher/full-time secondary teacher, part-time adult vocational teacher/working outside the field of education full-time, and part-time adult vocational teacher/full-time coordinator, supervisor or administrator. The responses to a statewide survey of adult vocational teachers were analyzed as a total group as well as according to employment status and vocational subject matter areas. Some of the demographic findings indicated that most adult vocational teachers in Pennsylvania were between the ages of twenty-five and thirty, teaching secondary full-time and adult vocational part-time, had two to three years full-time teaching experience, had four to five years part-time teaching experience, had three to five years of nonteaching work experience in their vocational area and held no valid teaching certificate. The findings regarding competency levels indicated that, in general, adult vocational teachers rated their acquired proficiency level lower than the level desired in almost every competency area. (This report presents the data in forty-six tables and eighteen figures within the text and in twenty-four appended tables. A summary of teacher competencies and proficiency scores is also appended.) (EM)

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THE PENNSYLVANIA STATE UNIVERSITY
DEPARTMENT OF VOCATIONAL EDUCATION

PROFILE OF ADULT VOCATIONAL TEACHERS IN PENNSYLVANIA

F. MARVIN HOLE
AND
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AND
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Profile of Adult Vocational Teachers in Pennsylvania

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Table of Contents

	Page
Preface	ii
List of Tables	iii
List of Figures	vii
Introduction	1
Age of Adult Vocational Teachers	2
Age of Adult Vocational Teachers in Various Teaching Areas	7
Employment Status	9
Teaching Area of Adult Vocational Classes	
Teaching Experience in Adult Vocational Education	12
Work Experience, Other Than Teaching, in the Adult Vocational Teaching Area	28
Types of Certificates Held by Adult Vocational Teachers	32
Types of Teaching Certificates Held by Adult Vocational Teachers in Various Teaching Areas	32
Subject Area of Certification	39
Highest Level of Education	47
Special Training Programs	55
Specific Training in Teaching Adults	63
Present Educational Development	72
Competency Levels	80
Summary	81

Appendixes

A. Table A.1	87
B. Tables B.1 - B.11	93
C. Tables C.1 - C.11	105
D. Table D.1	117

List of Tables

Table		Page
1	Age of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania	2
2	Age of Teachers Teaching Adult Vocational Full-time in the Western, Central and Eastern Regions of Pennsylvania	3
3	Age of Teachers Teaching Secondary Full-time and Adult Vocational Part-time in the Western, Central and Eastern Regions of Pennsylvania	4
4	Age of Teachers Working Outside the Field of Education Full-time and Adult Vocational Part-time in the Western, Central and Eastern Regions of Pennsylvania	5
5	Age of Teachers Teaching Adult Vocational Part-time Only in the Western, Central and Eastern Regions of Pennsylvania	6
6	Age of Teachers Who are Coordinators, Supervisors, Administrators Full-time and Adult Vocational Part-time in the Western, Central and Eastern Regions of Pennsylvania	7
7	Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania	10
8	Teaching Area of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania	11
9	Part-Time and Full-Time Teaching Experience in Adult Vocational Education of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania	24
10	Years Full-time Adult Vocational Teaching Experience of Adult Vocational Teachers by the Various Employment Categories	25
11	Years Part-time Adult Vocational Teaching Experience of Adult Vocational Teachers by the Various Employment Categories	27
12	Work Experience, Other Than Teaching, in the Adult Vocational Teaching Area of Teachers who are Teaching Adult Vocational Full-time in the Western, Central and Eastern Regions of Pennsylvania	29
13	Work Experience, Other Than Teaching, in Adult Vocational Teaching Area of Teachers Teaching Secondary Full-time and Adult Vocational Part-time in the Western, Central and Eastern Regions of Pennsylvania	29

Table		Page
14	Work Experience, Other Than Teaching, in Adult Vocational Teaching Area of Teachers Working Outside the Field of Education Full-time and Adult Vocational Part-time in the Western, Central and Eastern Regions of Pennsylvania	30
15	Work Experience, Other Than Teaching, in Adult Vocational Teaching Area of Teachers Teaching Adult Vocational Part-time Only in the Western, Central and Eastern Regions of Pennsylvania	30
16	Work Experience, Other Than Teaching, in Adult Vocational Teaching Area of Teachers Who are Coordinators, Supervisors, Administrators Full-time and Teach Adult Vocational Part-time in the Western, Central and Eastern Regions of Pennsylvania	31
17	Types of Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions	33
18	Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions who are Currently Teaching Adult Vocational Full-time.	34
19	Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Secondary Full-time and Adult Vocational Part-time.	35
20	Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Working Outside the Field of Education Full-time and Teaching Adult Vocational Part-time.	36
21	Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Adult Vocational Part-time Only . . .	37
22	Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Coordinators, Supervisors, Administrators Full-time and Teach Adult Vocational Part-time	38
23	Subject Area of Certification of Adult Vocational Teachers in the Western, Central, and Eastern Regions of Pennsylvania. .	40
24	Subject Area of Certification of Adult Vocational Teachers who Were Teaching Adult Vocational Full-time in the Western, Central and Eastern Regions of Pennsylvania.	41

Table		Page
25	Subject Area of Certification of Adult Vocational Teachers Teaching Secondary Full-time and Adult Vocational Part-Time	42
26	Subject Area of Certification of Adult Vocational Teachers Working Outside the Field of Education Full-time and Teaching Adult Vocational Part-time	43
27	Subject Area of Certification of Adult Vocational Teachers Teaching Adult Vocational Part-time Only	44
28	Subject Area of Certification of Adult Vocational Teachers who are Coordinators, Supervisors, Administrators Full-time and Teach Adult Vocational Part-time	45
29	Highest Level of Education of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania	48
30	Highest Educational Level of Adult Vocational Teachers Teaching Adult Vocational Full-time	49
31	Highest Educational Level of Adult Vocational Teachers Teaching Secondary Full-time and Adult Vocational Part-time	50
32	Highest Educational Level of Adult Vocational Teachers Working Outside the Field of Education Full-time and Teaching Adult Vocational Part-time	51
33	Highest Educational Level of Adult Vocational Teachers Teaching Adult Vocational Part-time Only.	52
34	Highest Educational Level of Adult Vocational Teachers who are Coordinators, Supervisors, Administrators Full-time and Teach Adult Vocational Part-time	53
35	Special Training Programs Participated in by Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania	56
37	Participation in Special Training Programs By Adult Vocational Teachers Teaching Secondary Full-time and Adult Vocational Part-time in Pennsylvania.	58
38	Participation in Special Training Programs by Adult Vocational Teachers Working Outside the Field of Education Full-time and Teaching Adult Vocational Part-time in Pennsylvania.	59
39	Participation in Special Training Programs by Adult Vocational Teachers Teaching Adult Vocational Part-time Only in Pennsylvania	60

Table		Page
40	Participation in Special Training Programs by Adult Vocational Teachers who are Coordinators, Supervisors, Administrators Full-time and Teach Adult Vocational Part-time in Pennsylvania	61
41	Specific Training in Teaching Adults Participated in by Adult Vocational Teachers in the Western, Central, and Eastern Regions of Pennsylvania	64
42	Adult Vocational Teacher Participation in Workshops for College Credit Dealing Specifically With Teaching Adults	65
43	Adult Vocational Teacher Participation in Workshops for No Credit Dealing Specifically with Teaching Adults	66
44	Adult Vocational Teacher Participation in Workshops for Continuing Education Units (CEU's) Dealing Specifically With Teaching Adults	68
45	Adult Vocational Teacher Participation in Continuing Education Courses Dealing Specifically with Teaching Adults	70
46	A Comparison of Characteristics of Adult Vocational Teachers in Various Employment Categories	83

List of Figures

Figure		Page
1	Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Agriculture	13
2	Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Business Education.	14
3	Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Distributive Education	15
4	Employment Status of Adult Vocational Teachers in the Western, Eastern and Central Regions of Pennsylvania who are currently teaching Health Occupations Education.	16
5	Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Useful Home Economics	17
6	Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are currently Teaching Gainful Home Economics.	18
7	Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Both Gainful and Useful Home Economics. .	19
8	Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Technical Education	20
9	Employment Status of Adult Vocational Teachers in the Western Central and Eastern Regions of Pennsylvania who are Currently Teaching Trade and Industry.	21
10	Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Two Vocational Areas.	22
11	Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who Teach Courses Classified Other Than Vocational	23
12	Percent of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania Currently Working on Another Degree	73

Figure		Page
13	Percent of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania Currently Working on Another Certificate.	74
14	Percentage of Teachers Currently Teaching Adult Vocational Classes Full-time who are Working on a Degree or Certificate.	75
15	Percentage of Teachers Currently Teaching Secondary Full-time and Adult Vocational Part-time who are Working on a Degree or Certificate.	76
16	Percentage of Teachers Working Outside the Field of Education Full-time and Teaching Adult Vocational Part-time who are Working on a Degree or Certificate	77
17	Percentage of Teachers Currently Teaching Adult Vocational Part-time who are Working on a Degree or Certificate	78
18	Percentage of Teachers who are Coordinators, Supervisors, Administrators Full-time and Adult Vocational Teachers Part-time, who are Working on A Degree or Certificate	79

Preface

This monograph, the second in a series dealing with adult vocational teachers in Pennsylvania, is the product of a research project funded by the Pennsylvania Bureau of Vocational Education. The review of related literature, methodology used in the study and summary of the findings of the research are found in: Assessment of Inservice Needs of Part-time Adult Vocational Teachers in Pennsylvania," Hole. F. Marvin, Stephen E. Hill and Carolyn B. Foust; The Pennsylvania State University, Division of Occupational and Vocational Studies, Vocational-Technical Education Research Report, Bureau of Vocational Education, Adult Vocational Education Monograph No. 1, 15:2, June 1977.

Previous research studies have identified part-time teachers as a neglected group in the educational setting. The characteristics of part-time teachers, conditions of their employment and variations in the programs and student bodies they teach, create situations unique to the part-time teacher. Few adult vocational teachers teach adult vocational classes full-time. Therefore it is critical that the characterisitcs and needs of part-time adult vocational teachers be considered when inservice activities are planned. This research study was designed to identify the characteristics and needs of part-time adult vocational teachers in Pennsylvania and coordinate inservice activities to meet the determined needs. This series of monographs will be disseminated throughout the state, to assist teacher education institutions in coordinating inservice activities to meet the specific needs of part-time adult vocational teachers.

This monograph contains an analytic description of the characteristics and needs of adult vocational teachers. Each variable is examined in relation to the five employment categories: full-time adult vocational teachers; part-time adult vocational teacher only; part-time adult vocational teacher/full-time secondary teacher; part-time adult vocational teacher/working outside the field of education full-time; and part-time adult vocational teacher/full-time coordinator, supervisor or administrator. The final analysis yields a profile of adult vocational teachers in Pennsylvania.

Introduction

The following pages contain data on selected demographic characteristics and competency levels of adult vocational teachers in Pennsylvania. All data is presented by the three predetermined vocational regions of the state.

Responses of all adult vocational teachers participating in the research study are presented and discussed first as a total group; and second according to employment status. Data is presented in either table or figure form. Selected characteristics are also discussed in relation to the vocational subject matter areas. A discussion of this data is contained in the body of the paper, however, the tables are appended. The final pages of this monograph contain a general summary of the findings.

Age of Adult Vocational Teachers

Table 1 presents the frequency and percentage of adult vocational teachers in each age category. The mean age category of adult vocational teachers from all three regions of Pennsylvania was 36-40 years. However, the highest percentages of adult vocational teachers in all three regions were between the ages of 25 and 30. Seven percent of the teachers in the Central region will approach the retirement age within the next five years. The percentage of teachers in the other two regions who will be reaching retirement was somewhat higher: 13 percent in the Western region, and 10 percent in the Eastern region.

Table 1

Age of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania

Age	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Under 25 yrs.	11	2.3	19	4.6	18	3.6
25-30 yrs.	82	17.3	83	20.2	90	17.8
31-35 yrs.	70	14.8	63	15.4	69	13.6
36-40 yrs.	53	11.2	60	14.6	67	13.2
41-45 yrs.	64	13.5	62	15.1	64	12.6
46-50 yrs.	57	12.1	53	12.9	78	15.4
51-55 yrs.	70	14.8	38	9.3	67	13.2
56-60 yrs.	35	7.4	16	3.9	32	6.3
61-65 yrs.	27	5.7	14	3.4	19	3.7
No Response	4	0.8	2	0.5	3	0.6
Total	473	100	410	100	507	100

Tables 2 through 6 present the findings concerning the age of adult vocational teachers according to their employment status. Of the teachers in the Central region who are teaching adult vocational classes full-time, 29.6 percent are between the ages of 36 and 40. Another 26 percent are between the ages of 31 and 35. Teachers in the Western region with this employment status were somewhat evenly distributed throughout all age categories. Of those teachers who teach adult vocational classes full-time in the Western region, 20 percent will approach the retirement age within the next five years. Those findings are presented in Table 2.

Table 2

Age of Teachers Teaching Adult Vocational Full-time in the Western, Central and Eastern Regions of Pennsylvania

Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	1	2.9	0	0.0	1	1.4
25-30 yrs.	5	14.3	1	3.7	10	14.1
31-35 yrs.	5	14.3	7	25.9	13	18.3
36-40 yrs.	2	5.7	8	29.6	8	11.3
41-45 yrs.	5	14.3	3	11.1	9	22.7
46-50 yrs.	5	14.3	4	14.8	7	9.9
51-55 yrs.	5	14.3	2	7.4	10	14.1
56-60 yrs.	2	5.7	0	0.0	10	14.1
Over 60 yrs.	5	14.3	2	7.4	3	4.2
Total	35	100	27	100	71	100

In all three regions of Pennsylvania, the highest number of teachers currently teaching secondary classes full-time and adult vocational classes part-time, were in the age group of 25-30. A large percentage (20 percent) of those teaching both secondary classes full-time and adult vocational classes part-time in the Western region were nearing retirement age. Table 3 presents those findings.

Table 3

Age of Teachers Teaching Secondary Full-time and Adult Vocational Part-time in the Western, Central and Eastern Regions of Pennsylvania

Age	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Under 25 yrs.	7	2.8	11	5.3	9	4.3
25-30 yrs.	54	21.8	51	24.5	44	21.2
31-35 yrs.	29	11.7	32	15.4	26	12.5
36-40 yrs.	31	12.5	29	13.9	27	13.0
41-45 yrs.	34	13.7	34	16.3	25	12.0
46-50 yrs.	33	13.3	26	12.5	32	15.4
51-55 yrs.	35	14.1	17	8.2	25	12.0
56-60 yrs.	2	5.7	4	1.9	12	5.8
Over 60 yrs.	5	14.3	4	1.9	8	3.8
Total	35	100	208	100	208	100

Table 4 presents the age of individuals who teach adult vocational classes part-time and work outside the field of education full-time. The regions vary widely as to the age categories represented most frequently. The highest percentage (18.8 percent) of individuals in the

Western region who fell into this employment category were between the ages of 51 and 55. Thirty percent of the teachers with this employment status were in the age group of 41-50. The Eastern region differs in that 20 percent of the teachers were between the ages of 25 and 30. Seventeen percent of the teachers in the Central region who work full-time outside the field of education and teach adult vocational part-time were between the ages of 46 and 50.

Table 4

Age of Teachers Working Outside the Field of Education Full-time and Adult Vocational Part-time in the Western, Central and Eastern Regions of Pennsylvania

Age	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Under 25 yrs.	1	1.0	6	7.1	3	2.4
25-30 yrs.	13	13.5	11	13.1	24	19.4
31-35 yrs.	14	14.6	11	13.1	17	13.7
36-40 yrs.	10	10.4	10	11.9	20	16.1
41-45 yrs.	13	13.5	13	15.5	16	12.9
46-50 yrs.	13	13.5	14	16.7	23	18.5
51-55 yrs.	18	18.8	8	9.5	15	12.1
56-60 yrs.	9	9.4	8	9.5	5	4.0
Over 60 yrs.	5	5.2	3	3.6	1	0.8
Total	96	100	84	100	124	100

Table 5 presents the age of teachers who were teaching adult vocational classes part-time only. One fourth of the teachers in the Western region in this category were between the ages of 31 and 35. Twenty-two percent of the teachers in the Central region were 25-30. Nineteen percent of the teachers in the Eastern region were aged 51-55.

Table 5

Age of Teachers Teaching Adult Vocational Part-time Only in the Western, Central and Eastern Regions of Pennsylvania

Age	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Under 25 yrs.	2	3.1	2	3.1	5	7.1
25-30 yrs.	8	12.5	14	21.9	7	10.0
31-35 yrs.	16	25.0	11	17.2	12	17.1
36-40 yrs.	7	10.9	6	9.4	6	8.8
41-45 yrs.	7	10.9	11	17.2	5	7.1
46-50 yrs.	2	3.1	6	9.4	13	18.6
51-55 yrs.	8	12.5	7	10.9	12	17.1
56-60 yrs.	7	10.9	5	7.8	7	10.0
Over 60 yrs.	7	10.9	5	7.8	7	10.0
Total	64	100	64	100	70	100

The ages of teachers from various regions who are coordinators, supervisors and administrators full-time and adult vocational teachers part-time are shown in Table 6. The largest percentage (23.8 percent) of individuals in this employment category in the Western region were of the age group 31-35. Thirty percent of the teachers in the Central region were between the ages of 36 and 40. Of the teachers in the Eastern region, 65 percent were between 36 and 45.

Table 6

Age of Teachers Who are Coordinators, Supervisors, Administrators Full-time and Adult Vocational Part-time in the Western, Central and Eastern Regions of Pennsylvania

Age	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Under 25 yrs.	0	0.0	0	0.0	0	0.0
25-30 yrs.	2	9.5	6	26.1	1	4.3
31-35 yrs.	5	23.8	1	4.3	0	0.0
36-40 yrs.	3	14.3	7	30.4	6	26.1
41-45 yrs.	4	19.0	1	4.3	9	39.1
46-50 yrs.	4	19.0	3	13.0	3	13.0
51-55 yrs.	2	9.5	3	13.0	2	8.7
56-60 yrs.	1	4.8	2	8.7	2	8.7
Over 60 yrs.	0	0.0	0	0.0	0	0.0
Total	21	100	23	100	23	100

Age of Adult Vocational Teachers in Various Teaching Areas.

Appendix A, Table A.1 presents the age distributions of adult vocational teachers according to the various teaching areas. In the Central region, 75 percent of the adult vocational agriculture teachers were forty years of age or under. One half of the adult vocational teachers in the Western region and 40 percent in the Eastern region were age 40 or less.

All teachers of adult distributive education in Pennsylvania were under 36. The Central region had the largest percentage of health occupations education teachers in Pennsylvania who were under 40. Gainful home economics teachers in the Central region were a much younger group

than useful home economics teachers in the same region. All but 12 percent of the gainful home economics teachers in the Eastern region were over 45. Teachers who were teaching both useful and gainful home economics classes differed in age throughout the three regions: 57.2 percent in the Eastern region were between 51-60 years, 71.6 percent in the Central region were under 41, and 100 percent in the Western region were between 26 and 55 years. In each of the regions, the highest percentage of adult vocational business teachers were between the ages of 25 and 30.

In all three regions of Pennsylvania, few technical adult education teachers were under age 25 or over age 60. In the Central region 27 percent of the technical adult teachers were between 26 and 30; while 27 percent of the teachers in the Eastern region were 51-55. The highest percentages of technical adult teachers in the Western region were in the age groups 31-35 and 46-50.

The highest number of trade and industrial adult teachers in the Central region were 31-35 years old, although the distribution appeared quite normal. The highest number of trade and industrial teachers in the Western and Eastern regions of Pennsylvania were in the age category 51-55.

A few adult vocational teachers throughout the state indicated they teach in two different vocational areas. Forty-three percent of those individuals teaching in the Central region were between the ages of 41 and 45; all were between 26 and 45. Two-thirds of the teachers in the Eastern region were between 36 and 45. Forty-four percent of the teachers in the Western region who taught two adult vocational areas were 46-55.

Several teachers responding to the survey did not classify their adult teaching area as one of the nine previously listed. Sixty percent of those individuals in the Central region were 36-50; and 10 percent were over 60. Approximately 30 percent of those individuals in the Eastern region were under 30; while one-half of those individuals in the Western region were under 41.

Employment Status

Table 7 presents the findings concerning the employment status of adult vocational teachers throughout the Western, Central and Eastern regions of Pennsylvania. In all three regions, the largest number of teachers were full-time secondary teachers and part-time adult vocational teachers. Fifty-one percent of the teachers in the Central region held that employment status. Within the Central region, 20 percent of the teachers were working outside the field of education and teaching adult vocational classes part-time; while 16 percent were teaching adult vocational classes part-time only. Only 6.8 percent of the teachers in the Central region were teaching adult vocational classes full-time.

Teaching Area of Adult Vocational Classes

Trade and Industry teachers comprised at least one-third of all the adult vocational teachers throughout the three regions of Pennsylvania. Business education ranked second highest in the number of adult vocational teachers. Less than 1 percent of the adult vocational teachers were teaching distributive education. Findings concerning the teaching area of adult vocational classes are presented in Table 8. Figures 1 through 11 illustrate the percentage of adult vocational teachers in each teaching area by their employment status. The percentage of individuals

Table 7

Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania

Employment	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Teaching Adult Vocational Classes Full-Time	35	7.4	28	6.8	71	14.0
Teaching Secondary Full-Time and Adult Vocational Part-Time	250	52.9	209	51.0	208	41.0
Working Outside the Field of Education Full-Time and Teaching Adult Vocational Part-Time	97	20.5	84	20.5	124	24.5
Teaching Adult Vocational Part-Time Only	64	13.5	64	15.6	72	14.2
Coordinator, Supervisor or Administrator Full-Time and Teaching Adult Vocational Part-Time	21	4.4	23	5.6	23	4.5
No Response	6	1.3	2	0.5	9	1.8
Total	473	100	410	100	507	100

Table 8

Teaching Area of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania

Subject Area	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Agriculture	22	4.7	44	10.7	15	3.0
Distributive Education	2	0.4	1	0.2	3	0.6
Health Occupations Education	29	6.1	21	5.1	45	8.9
Useful Home Economics	40	8.5	36	8.8	24	4.7
Gainful Home Economics	10	2.1	6	1.5	8	1.6
Home Economics (Both Useful and Gainful)	7	1.5	7	1.7	6	1.2
Business Education	80	16.9	83	20.2	77	15.2
Technical	49	10.4	37	9.0	49	9.7
Trade and Industry	173	36.6	136	33.2	212	41.8
Any Two Areas	9	1.9	7	1.7	9	1.8
Other	44	9.32	30	7.3	24	4.7
No Response	8	1.6	2	0.4	35	6.8
Total	473	100	410	100	407	100

varies from teaching area to teaching area, and region to region. Most distributive education teachers were teaching secondary full-time and adult vocational part-time. A comparison of the figures noted more health occupations education teachers teaching adult vocational classes full-time than any other teaching area. Individuals who were teaching useful home economics were largely employed part-time only.

Teaching Experience in Adult Vocational Education

Table 9 presents the full-time and part-time teaching experience of adult vocational teachers in the three regions of Pennsylvania. One-half of the respondents did not answer the question requesting the amount of full-time teaching experience. Of those teachers responding, the highest percentage reported 0-1 year of full-time adult vocational teaching experience. The mean years of full-time teaching experience for adult vocational teachers was 2-3 years.

Between 15 and 20 percent of the respondents in the various regions did not answer the question pertaining to the amount of part-time teaching experience. The average amount of part-time teaching experience acquired by adult vocational teachers throughout the state was four to five years. Less than 5 percent had taught adult vocational classes for more than 15 years.

Table 10 presents the years of full-time adult vocational teaching experience of adult vocational teachers by the various employment categories. The number of years of full-time teaching experience varied with employment categories and regions. Part-time adult vocational teachers who were working outside the field of education full-time, as a group; had the least amount of full-time adult vocational teaching experience. Eighty percent of the teachers in the Central region with

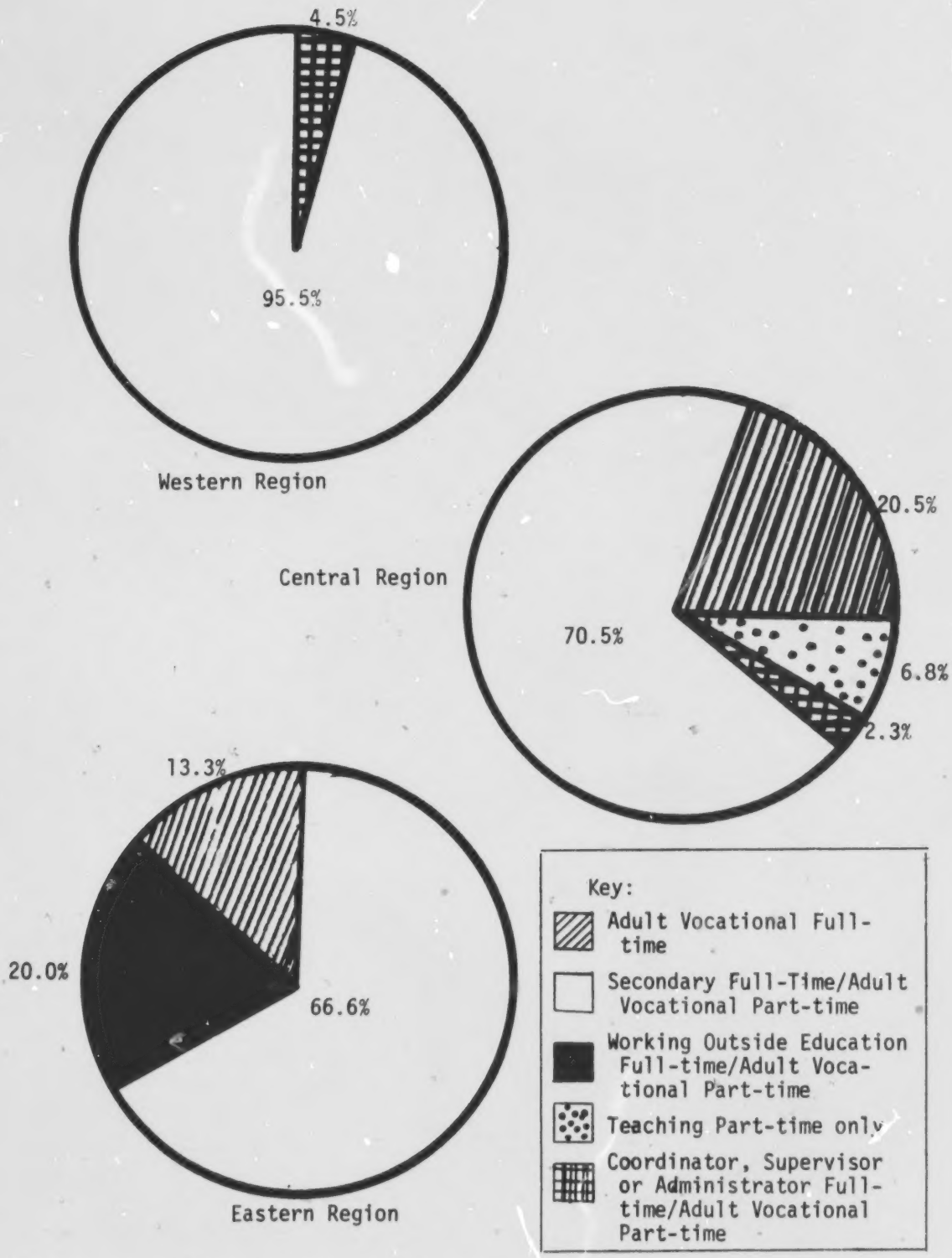

Figure 1. Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Agriculture.

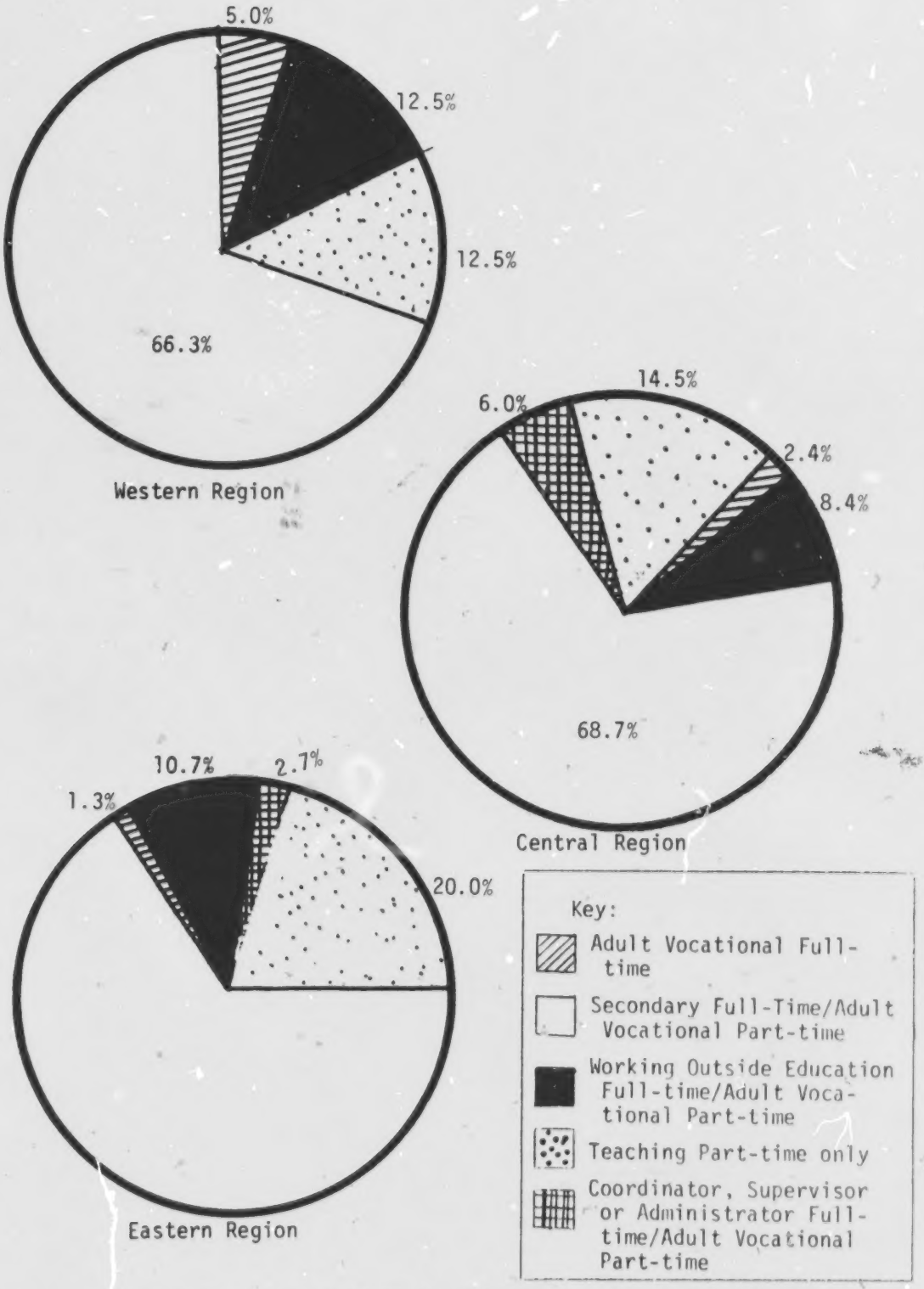

Figure 2. Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Business Education.

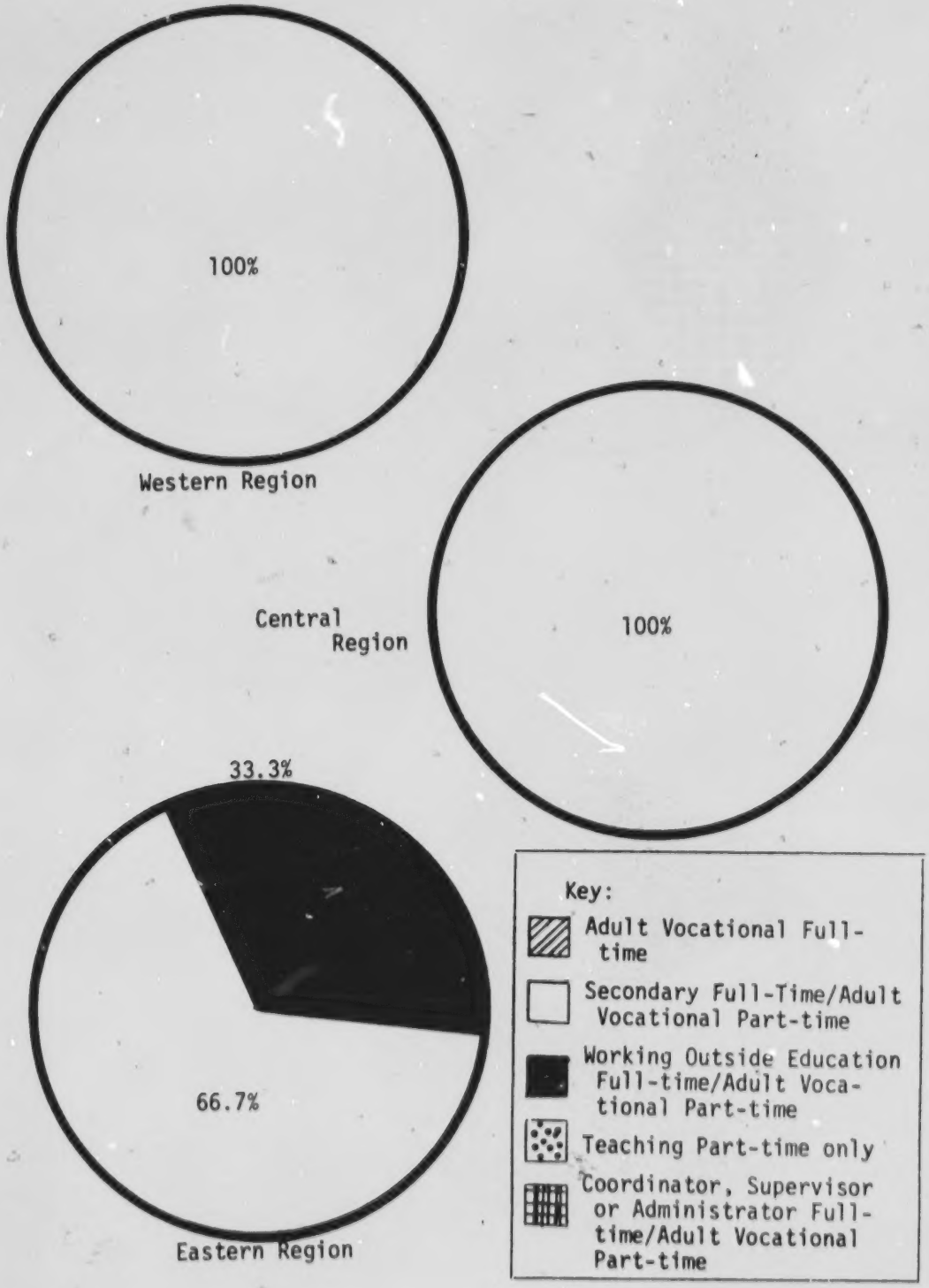

Figure 3. Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Distributive Education.

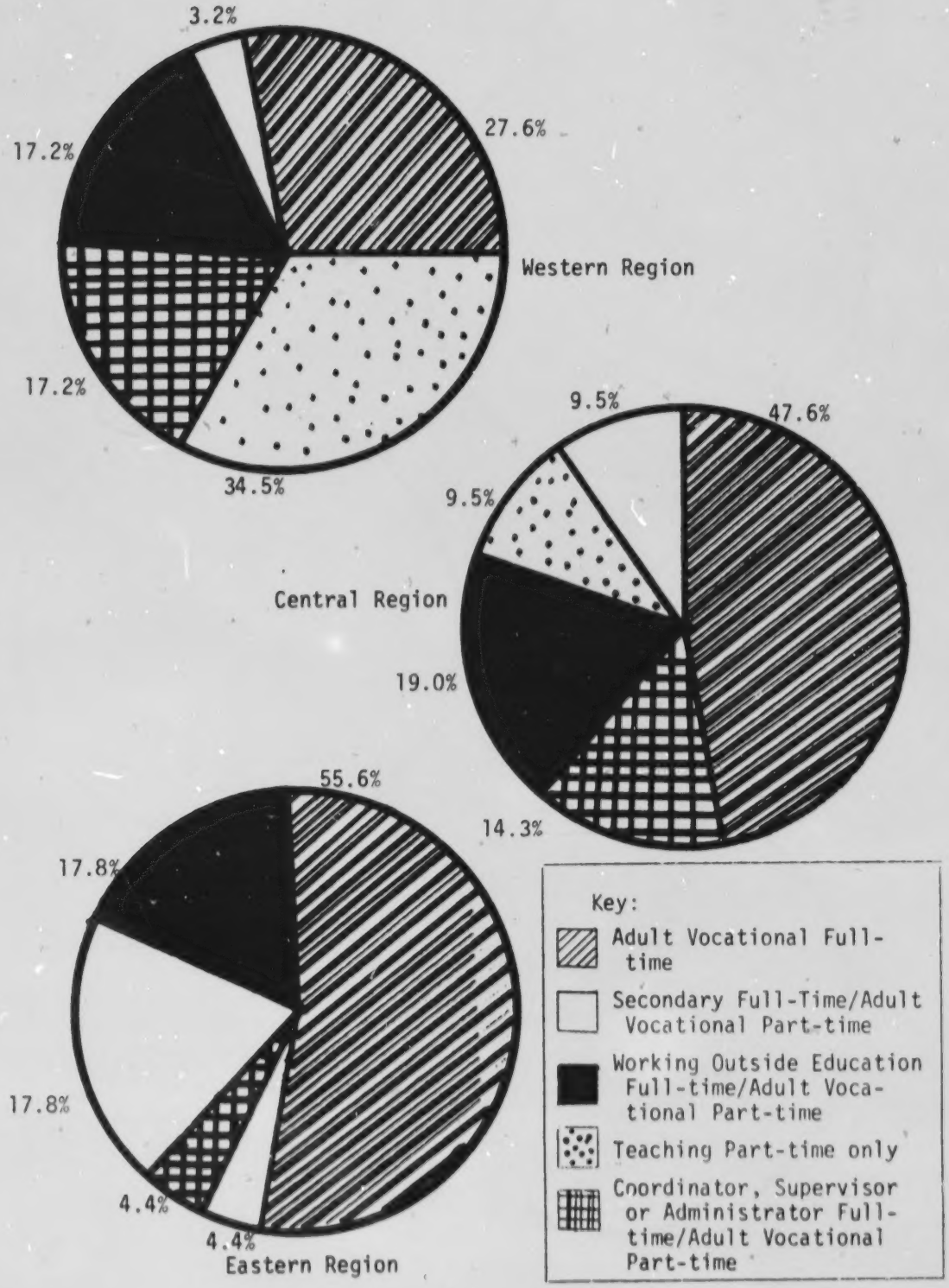

Figure 4. Employment Status of Adult Vocational Teachers in the Western, Eastern and Central Regions of Pennsylvania who are currently teaching Health Occupations Education.

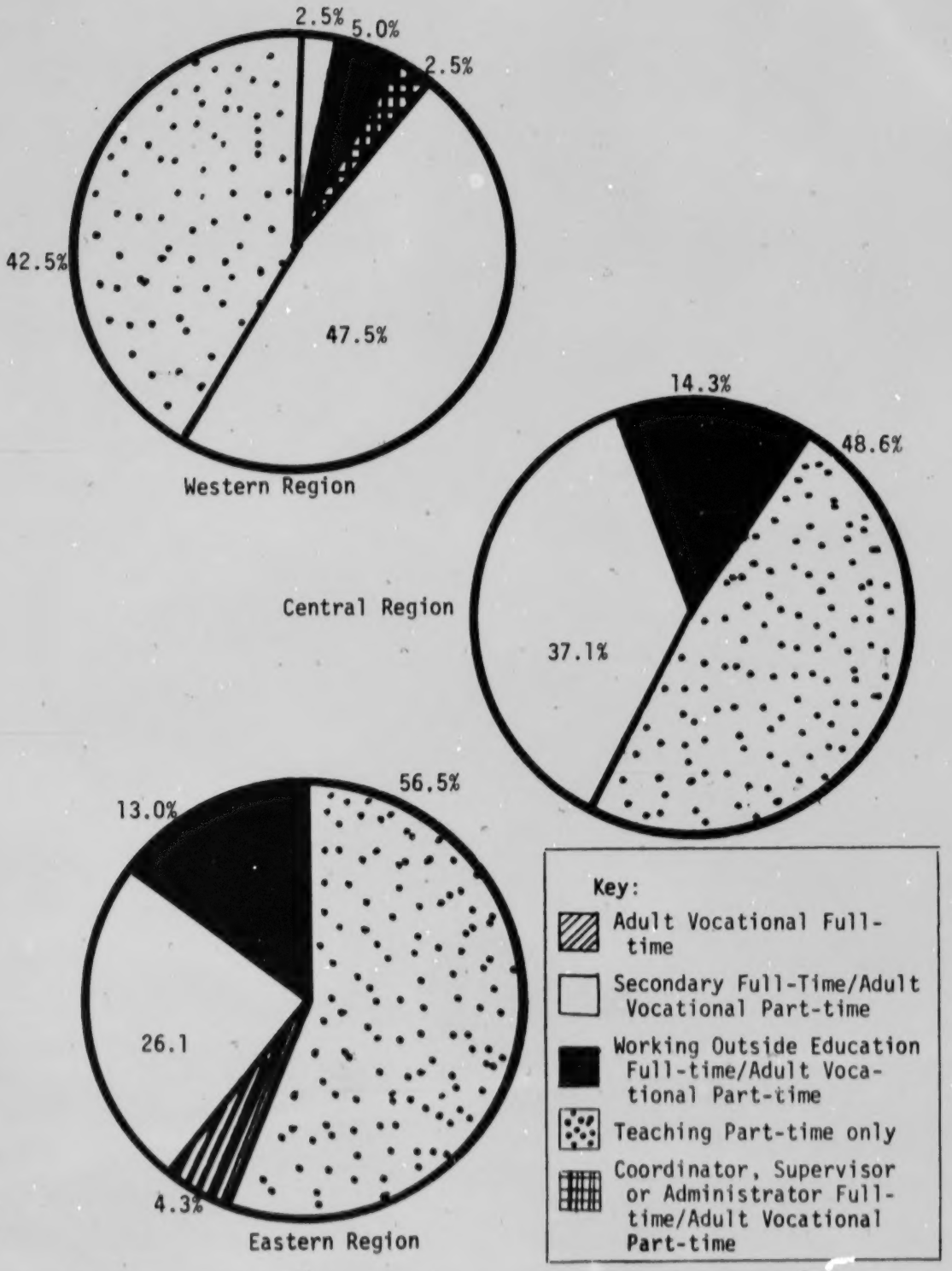

Figure 5. Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Useful Home Economics.

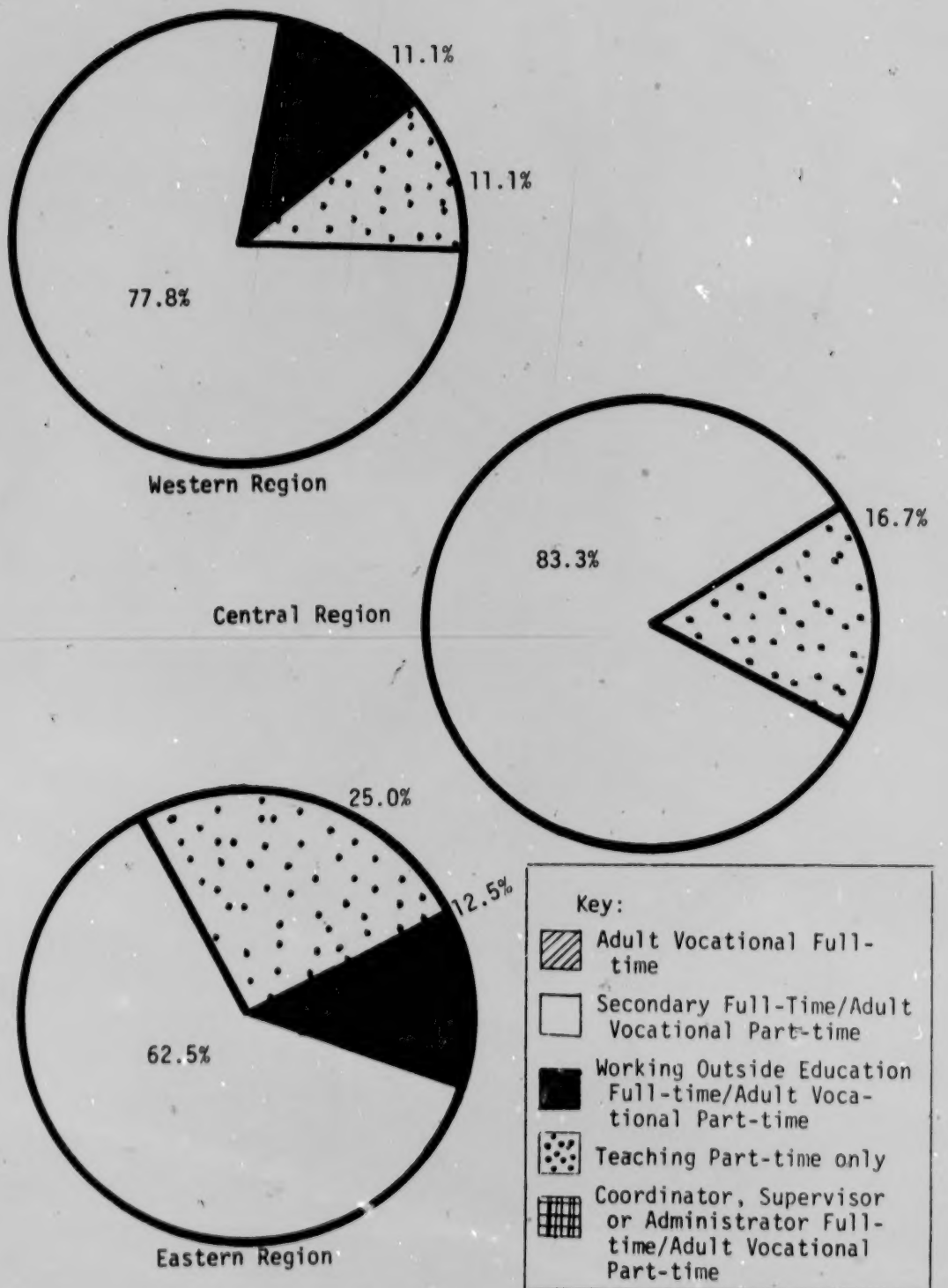

Figure 6. Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are currently Teaching Gainful Home Economics.

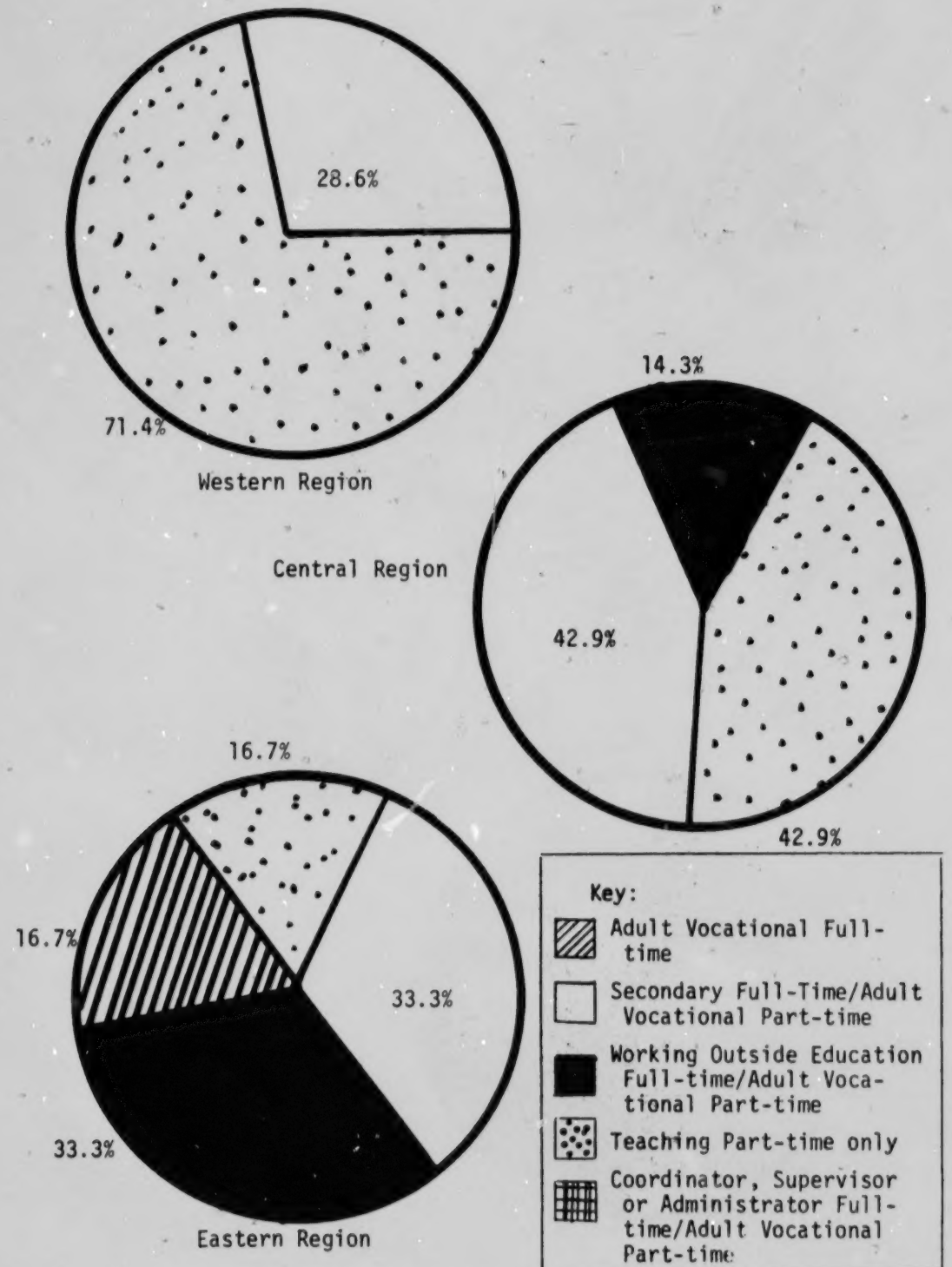

Figure 7. Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Both Gainful and Useful Home Economics.

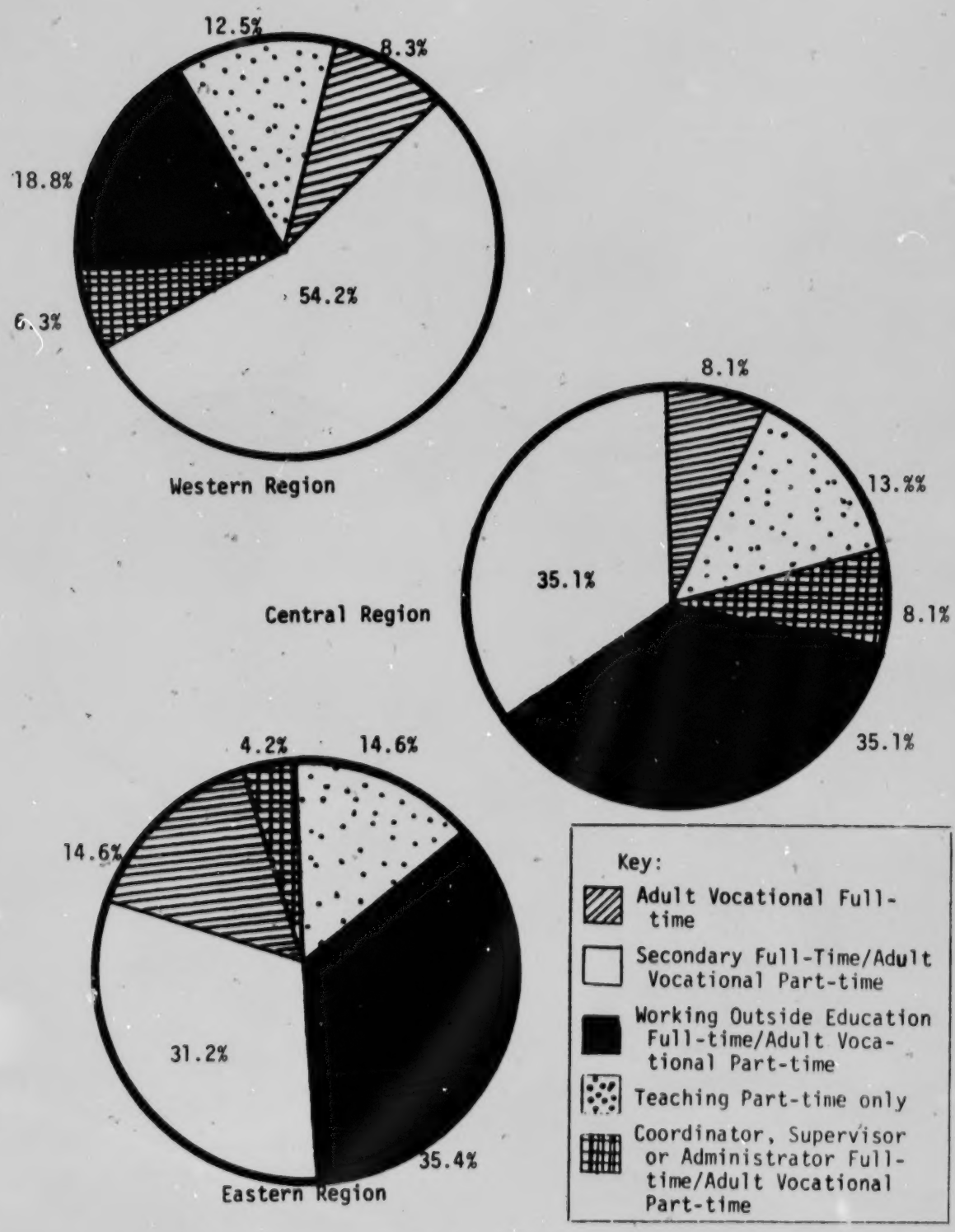

Figure 8. Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Technical Education.

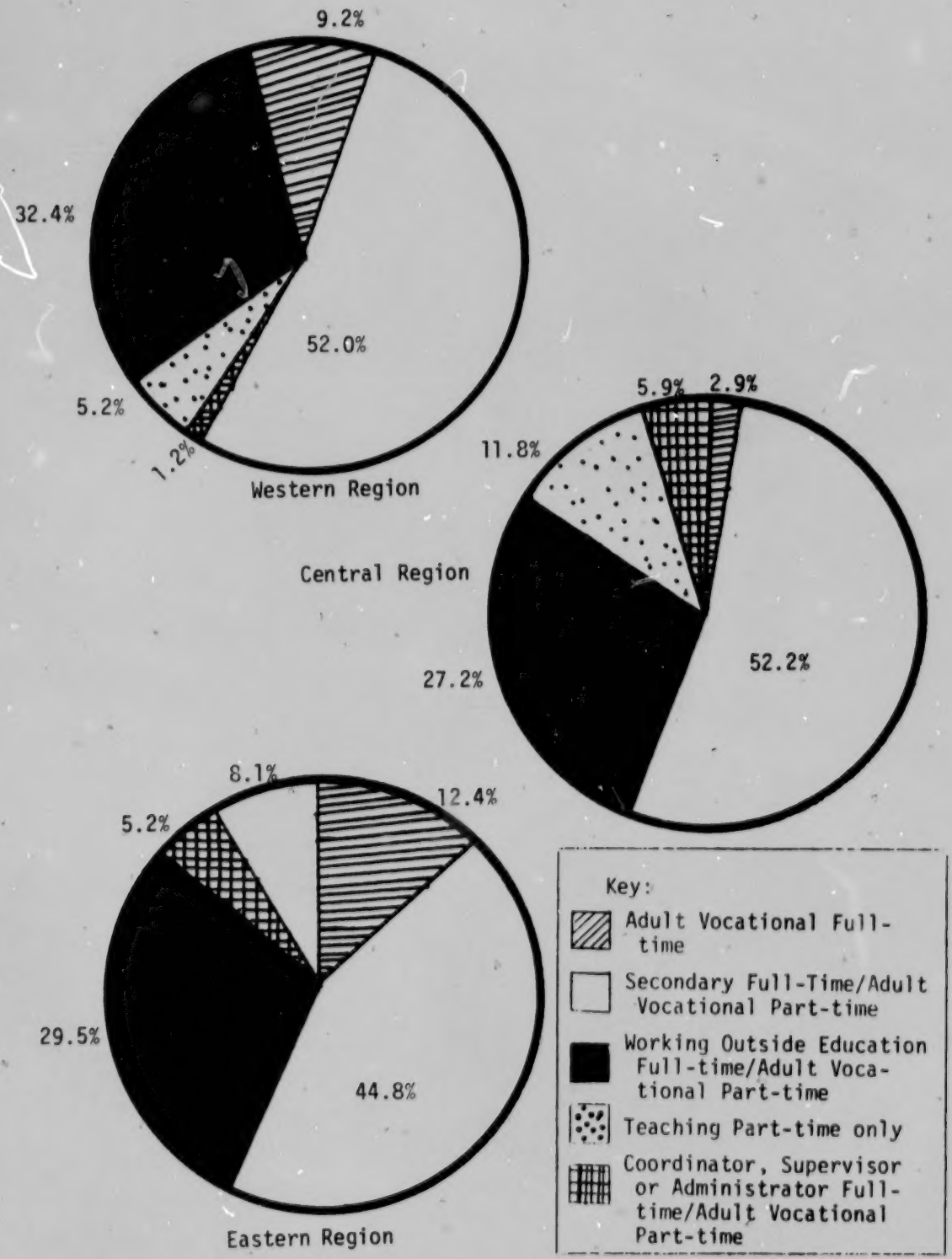

Figure 9. Employment Status of Adult Vocational Teachers in the Western Central and Eastern Regions of Pennsylvania who are Currently Teaching Trade and Industry.

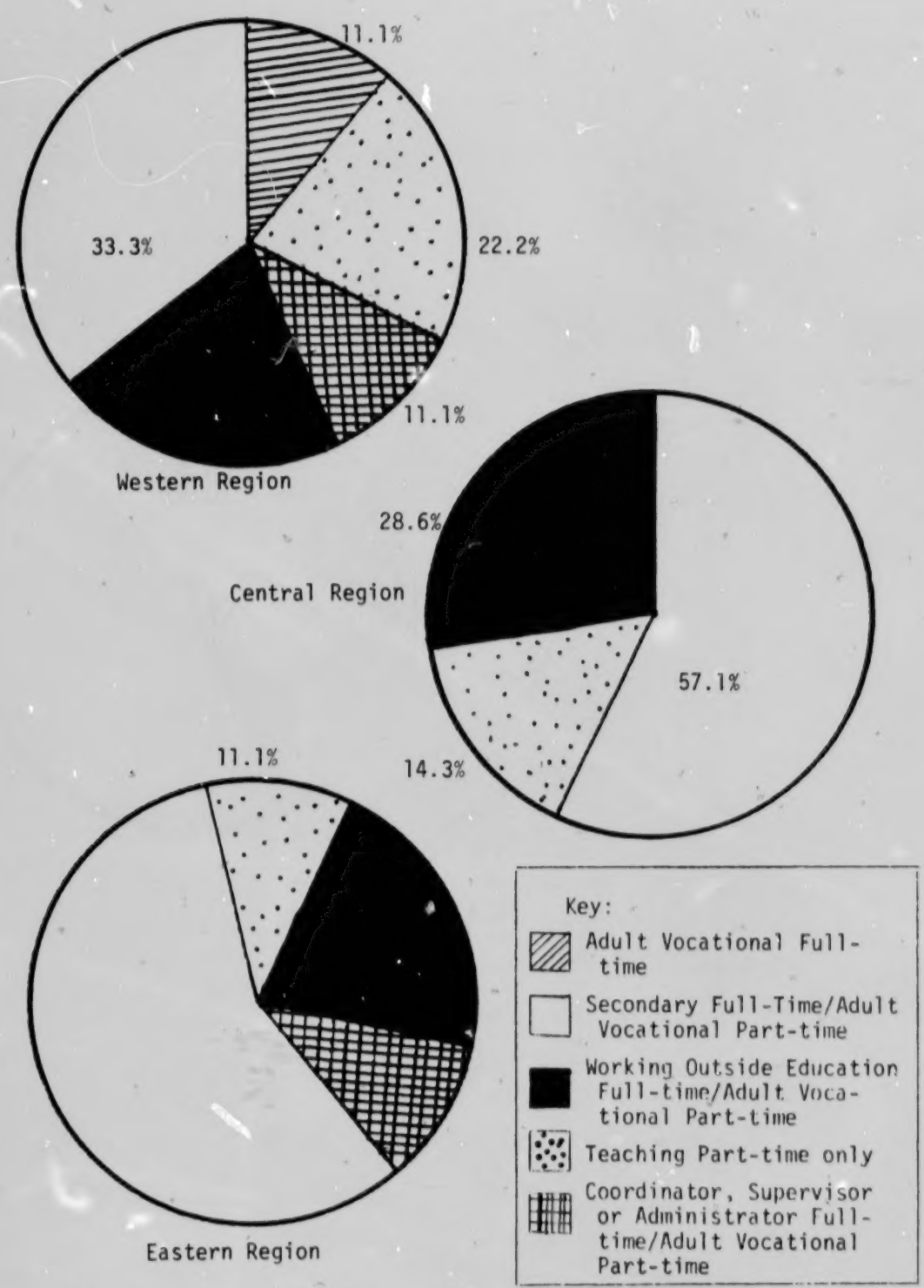

Figure 10. Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Two Vocational Areas.

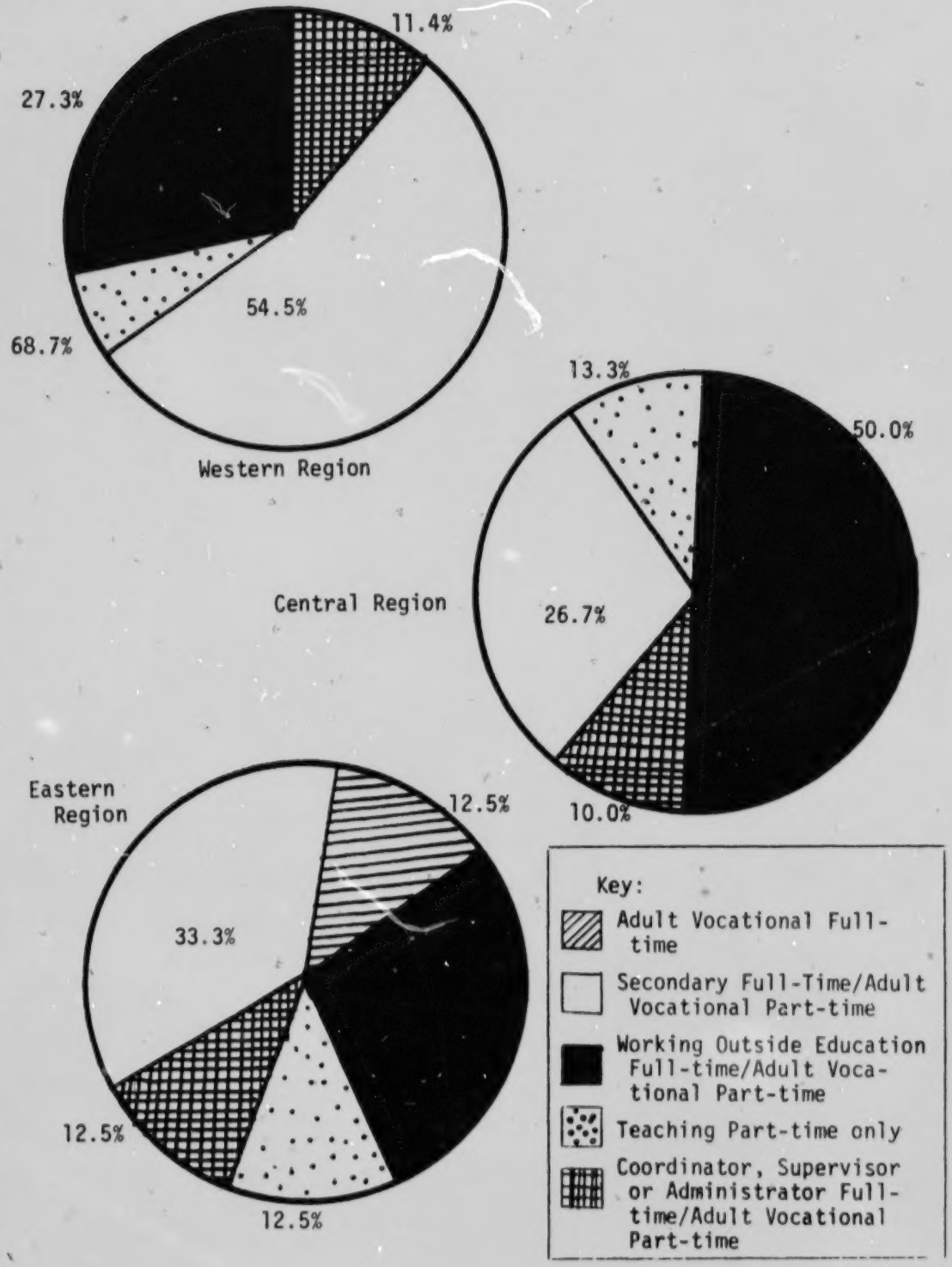

Figure 11. Employment Status of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who Teach Courses Classified Other Than Vocational.

Table 9

Part-Time and Full-Time Teaching Experience in Adult Vocational Education of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania

Full-Time Teaching Experience	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
0-1 yr.	66	14.0	79	19.3	73	14.4
2-3 yrs.	36	7.6	23	5.6	43	8.5
4-5 yrs.	42	8.9	13	3.2	48	9.5
6-10 yrs.	48	10.1	31	7.6	60	11.8
11-15 yrs.	11	2.3	17	4.1	20	3.9
Over 16 yrs.	14	3.0	8	2.0	18	3.6
No Response	256	54.1	239	58.3	245	48.3
Total	473	100	410	100	507	100

Part-Time Teaching Experience	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
0-1 yr.	51	10.8	50	12.2	68	13.4
2-3 yrs.	111	23.5	76	18.5	113	22.3
4-5 yrs.	94	19.9	79	19.3	81	16.0
6-10 yrs.	86	18.2	92	22.4	82	16.2
11-15 yrs.	34	7.2	29	7.1	34	6.7
Over 16 yrs.	22	4.7	16	3.9	24	4.7
No Response	75	15.9	68	16.6	105	20.7
Total	473	100	410	100	507	100

Table 10

Years Full-time Adult Vocational Teaching Experience of Adult Vocational Teachers by the Various Employment Categories

Full-time Adult Vocational Teachers	Number	% of Total	Number	% of Total	Number	% of Total
0-1 yr.	5	15.2	3	11.5	7	10.4
2-3 yrs.	6	18.2	7	26.9	15	22.4
4-5 yrs.	7	21.2	3	11.5	18	26.9
6-10 yrs.	6	18.2	9	34.6	14	20.9
11-15 yrs.	6	18.2	2	7.7	7	10.4
Over 16 yrs.	3	9.1	2	7.7	6	9.0
Total	33	100	26	100	67	100
Part-time Adult Vocational Teachers/ Teaching Secondary Full-time	**Number**	**% of Total**	**Number**	**% of Total**	**Number**	**% of Total**
0-1 yr.	37	30.1	49	49.0	25	23.4
2-3 yrs.	15	12.2	10	10.0	13	12.1
4-5 yrs.	26	21.1	7	7.0	19	17.8
6-10 yrs.	33	26.8	17	17.0	34	31.8
11-15 yrs.	4	32.5	11	11.0	8	7.5
Over 16 yrs.	8	6.5	6	6.0	8	7.5
Total	123	100	100	100	107	100
Part-time Adult Vocational Teachers/ Working Outside the Field of Education Full-time	**Number**	**% of Total**	**Number**	**% of Total**	**Number**	**% of Total**
0-1 yr.	11	42.3	16	80.0	27	56.3
2-3 yrs.	7	26.9	2	10.0	10	20.8
4-5 yrs.	2	7.7	0	0.0	7	14.6
6-10 yrs.	6	23.1	1	5.0	3	6.3
11-15 yrs.	0	0.0	1	5.0	1	2.1
Over 16 yrs.	0	0.0	0	0.0	0	0.0
Total	26	100	20	100	48	100
Part-time Adult Vocational Teachers/ Full-time Coordinators Supervisors or Administrators	**Number**	**% of Total**	**Number**	**% of Total**	**Number**	**% of Total**
0-1 yr.	4	33.3	0	0.0	4	26.7
2-3 yrs.	2	16.7	2	33.3	3	20.0
4-5 yrs.	2	16.7	2	33.3	0	0.0

Table 10--Continued

Part-time Adult Vocational Teachers/ Full-time Coordinators Supervisors or Administrators	Number	% of Total	Number	% of Total	Number	% of Total
6-10 yrs.	1	8.3	2	33.3	4	26.7
11-15 yrs.	1	8.3	0	0.0	3	20.0
Over 16 yrs.	2	16.7	0	0.0	1	6.7
Total	12	100	6	100	15	100
Part-time Adult Vocational Teachers	**Number**	**% of Total**	**Number**	**% of Total**	**Number**	**% of Total**
0-1 yr.	9	42.9	11	64.7	10	41.7
2-3 yrs.	4	19.0	1	5.9	2	8.3
4-5 yrs.	5	23.8	1	5.9	4	16.7
6-10 yrs.	2	9.5	2	11.8	4	16.7
11-15 yrs.	0	0.0	2	11.8	1	4.2
Over 16 yrs.	1	4.8	0	0.0	3	12.5
Total	21	100	17	100	24	100

that employment status, 42.3 percent in the Western region, and 56.3 percent in the Eastern region reported 0-1 year of full-time teaching experience. Of the individuals who were teaching adult vocational classes part-time only, at least two-fifths reported 0-1 year of full-time teaching experience. Full-time adult vocational teachers, as a group, reported the highest number of years full-time teaching experience.

Table 11 presents the number of years part-time adult vocational teaching experience of adult vocational teachers by the various employment categories. Full-time adult vocational teachers, as a group, most often reported having 0-1 year of part-time adult vocational teaching experience. The majority of part-time adult vocational teachers had five years or less of part-time teaching experience. In the Central region 15.8 percent of the individuals who were part-time adult vocational

Table 11

Years Part-time Adult Vocational Teaching Experience of Adult Vocational Teachers by the Various Employment Categories

Full-time Adult Vocational Teachers	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
0-1 yr.	5	41.7	4	33.3	13	50.0
2-3 yrs.	2	16.7	2	16.7	4	15.4
4-5 yrs.	0	0.0	1	8.3	2	7.7
6-10 yrs.	2	16.7	4	33.3	5	19.2
11-15 yrs.	3	25.0	1	8.3	1	3.8
Over 16 yrs.	0	0.0	0	0.0	1	3.8
Total	12	100	12	100	26	100
Part-time Adult Vocational Teachers/ Teaching Secondary Full-time	**Western Region Number**	**% of Total**	**Central Region Number**	**% of Total**	**Eastern Region Number**	**% of Total**
0-1 yr.	22	10.6	20	12.0	22	13.4
2-3 yrs.	47	22.7	34	20.5	42	25.6
4-5 yrs.	50	24.2	32	19.3	30	18.3
6-10 yrs.	53	25.6	50	30.1	36	22.0
11-15 yrs.	20	9.7	21	12.7	21	12.8
Over 16 yrs.	15	7.2	9	5.4	13	7.9
Total	207	100	166	100	164	100
Part-time Adult Vocational Teachers/ Working Outside the Field of Education Full-time	**Western Region Number**	**% of Total**	**Central Region Number**	**% of Total**	**Eastern Region Number**	**% of Total**
0-1 yr.	14	15.2	11	13.9	18	15.4
2-3 yrs.	34	37.0	19	24.1	38	32.5
4-5 yrs.	23	25.0	27	34.2	26	22.2
6-10 yrs.	17	18.5	16	20.3	28	23.9
11-15 yrs.	3	3.3	4	5.1	3	2.6
Over 16 yrs.	1	1.1	2	2.5	4	3.4
Total	92	100	79	100	117	100

Table 11--Continued

Part-time Adult Vocational Teachers/ Full-time Coordinators, Supervisors or Administrators	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
0-1 yr.	2	11.1	3	15.8	0	0.0
2-3 yrs.	4	22.2	5	26.3	7	33.3
4-5 yrs.	3	16.7	3	15.8	4	19.0
6-10 yrs.	7	38.9	4	21.1	6	28.6
11-15 yrs.	2	11.1	1	5.3	2	9.5
Over 16 yrs.	0	0.0	3	15.8	2	9.5
Total	18	100	19	100	21	100

Part-time Adult Vocational Teachers	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
0-1 yr.	8	12.7	12	18.8	12	17.6
2-3 yrs.	22	34.9	16	25.0	21	30.9
4-5 yrs.	17	27.0	16	25.0	18	26.5
6-10 yrs.	6	9.5	18	28.1	6	8.8
11-15 yrs.	4	6.3	1	1.6	7	10.3
Over 16 yrs.	6	9.5	1	1.6	4	5.9
Total	63	100	64	100	68	100

teachers and full-time coordinators, supervisors, or administrators reported more than 16 years of part-time adult vocational teaching experience.

Work Experience, Other Than Teaching, in the Adult Vocational Teaching Area

Tables 12-16 show a comparison of the employment status of an individual and the number of years work experience, other than teaching, that individual had in the adult vocational teaching area. Of the individuals who were teaching adult vocational classes full-time, the highest percentage (25.0 percent) of individuals in the Western and Eastern regions reported 6-10 years of nonteaching work experience in the adult vocational teaching area. The Central region, however,

Table 12

Work Experience, Other Than Teaching, in the Adult Vocational Teaching Area of Teachers who are Teaching Adult Vocational Full-time in the Western, Central and Eastern Regions of Pennsylvania

Years Work Experience	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
0-2	4	12.5	8	36.4	10	16.7
3-5	4	12.5	3	13.6	5	8.3
6-10	8	25.0	2	9.1	15	25.0
11-15	6	18.8	3	13.6	11	18.3
16-20	3	9.4	3	13.6	7	11.7
Over 20 yrs.	7	21.9	3	13.6	12	20.0
Total	32	100	22	100	60	100

Table 13

Work Experience, Other Than Teaching, in Adult Vocational Teaching Area of Teachers Teaching Secondary Full-time and Adult Vocational Part-time in the Western, Central and Eastern Regions of Pennsylvania

Years Work Experience	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
0-2	66	55.5	76	59.4	40	22.0
3-5	29	13.8	29	15.7	15	8.2
6-10	33	15.7	29	15.7	30	16.5
11-15	30	14.3	20	10.8	34	18.7
16-20	15	7.1	14	7.6	23	12.6
Over 20 yrs.	37	17.6	17	9.2	40	22.0
Total	210	100	185	100	182	100

Table 14

Work Experience, Other Than Teaching, in
Adult Vocational Teaching Area of
Teachers Working Outside the Field of Education Full-time and
Adult Vocational Part-time in the
Western, Central and Eastern Regions of Pennsylvania

Years Work Experience	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
0-2	18	20.2	21	28.4	26	23.2
3-5	3	3.4	5	6.8	3	2.7
6-10	15	16.9	6	8.1	17	15.2
11-15	10	11.2	7	9.5	17	15.2
16-20	10	11.2	10	13.5	14	12.5
Over 20 yrs.	33	37.1	25	33.8	35	31.2
Total	89	100	74	100	112	100

Table 15

Work Experience, Other Than Teaching, in
Adult Vocational Teaching Area of
Teachers Teaching Adult Vocational Part-time Only in the
Western, Central and Eastern Regions of Pennsylvania

Years Work Experience	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
0-2	25	43.9	21	40.4	19	30.2
3-5	5	8.8	6	11.5	5	7.9
6-10	12	21.1	9	17.3	8	12.7
11-15	6	10.5	6	11.5	10	15.9
16-20	2	3.5	1	1.9	1	1.6
Over 20 yrs.	7	12.3	9	17.3	20	31.7
Total	57	100	52	100	63	100

Table 16

Work Experience, Other Than Teaching, in Adult Vocational Teaching Area of Teachers Who are Coordinators, Supervisors, Administrators Full-time and Teach Adult Vocational Part-time in the Western, Central and Eastern Regions of Pennsylvania

Years Work Experience	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
0-2	6	30.0	2	10.5	5	22.7
3-5	4	20.0	1	5.3	3	13.6
6-10	3	15.0	4	21.1	3	13.6
11-15	3	15.0	4	21.1	3	13.6
16-20	2	10.0	4	21.1	3	13.6
Over 20 yrs.	2	10.0	4	21.1	5	22.7
Total	20	100	19	100	22	100

varied with 36.4 percent having 0-2 years work experience other than teaching in the adult vocational teaching area. The majority of teachers who were secondary teachers full-time and adult vocational part-time in the Western and Central regions had 0-2 years work experience, other than teaching, in the adult vocational teaching area. Approximately one-third of the individuals who were working outside the field of education full-time and teaching adult vocational part-time had over 20 years work experience in their teaching area. Individuals who were teaching adult vocational classes part-time only most often had 0-2 years work experience in their adult vocational teaching area. Individuals who were coordinators, supervisors and administrators full-time and adult vocational teachers part-time were quite diverse in the number of years of nonteaching work experience.

Types of Certificates Held by Adult Vocational Teachers

Twenty-eight percent of the adult vocational teachers in Pennsylvania held no valid teaching certificate. Of those individuals holding valid certificates, most held a Vocational Instructional I. No individuals reported holding either the Coordinator of Vocational Education II, Supervisory II, or Administrative II certificates. On the average, 6.5 percent of the adult vocational teachers held more than one valid certificate. Table 17 presents those findings.

Tables 18 through 22 presents the types of teaching certificates held by individuals with various teaching status'. Individuals who were employed part-time as adult vocational teachers and full-time as secondary teachers were more likely to be certificated, than individuals holding any other employment status. Four and one-half percent of the part-time adult vocational teachers/full-time secondary teachers held no valid teaching certificate. The group which held the fewest teaching certificates was working outside the field of education full-time/teaching adult vocational part-time. Approximately 75 percent of the individuals in that group held no valid teaching certificate. Approximately one-half of the individuals who were teaching adult vocational classes part-time only held no valid certificate.

Types of Teaching Certificates Held by Adult Vocational Teachers in Various Teaching Areas. Tables B.1-B.11 in Appendix B present the types of teaching certificates held by adult vocational teachers in the various teaching areas. All adult vocational teachers of distributive education in Pennsylvania were certificated. Each of the other areas had some proportion of adult vocational teachers who were not certificated. In the Central region 85.7 percent of the health occupations education

Table 17

Types of Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions

Type of Certificate	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
None	119	25.2	131	32.0	144	28.4
Voc. Intern	17	3.6	9	2.2	24	4.7
Voc. Inst. I	63	13.3	36	8.8	69	13.6
Voc. Inst. II	97	20.5	90	22.0	97	19.1
Coord. of Voc. I	--	--	3	0.7	1	0.2
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	36	7.6	31	7.6	30	5.9
Instructional II	52	11.0	65	15.9	34	6.7
Ed. Specialist I	4	0.8	1	0.2	2	0.4
Ed. Specialist II	4	0.8	2	0.5	2	0.4
Supervisory I	2	0.4	6	1.5	1	0.2
Supervisory II	--	--	--	--	--	--
Administrative I	3	0.6	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	3	0.6	1	0.2	--	--
Voc. and Supervisory	2	0.4	1	0.2	2	0.4
Voc. and Coord.	12	2.5	6	1.5	18	3.6
Voc., Coord., Supervisory	1	0.2	2	0.5	4	0.8
Voc. Inst., Adm.	1	0.2	--	--	--	--
Inst. and Coord.	2	0.4	1	0.2	1	0.2
Inst. and Ed. Specialist	5	1.1	--	--	2	0.4
Inst. and Supervisory	3	0.6	--	--	2	0.4
Inst., Coord., Supervisory	--	--	1	0.2	2	0.4
Inst. and Adm.	--	--	2	0.5	3	0.6
Ed. Specialist and Supervisory	--	--	2	0.5	9	1.8
Ed. Specialist, Supv., Adm.	--	--	--	--	1	0.2
No Response	47	9.9	20	4.8	58	11.5
Total	473	100	410	100	507	100

Table 18

Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions who are Currently Teaching Adult Vocational Full-time

Type of Certificate	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
None	11	33.3	10	38.5	23	38.3
Voc. Intern	3	9.0	1	3.8	4	6.7
Voc. Inst. I	4	12.2	--	--	11	18.3
Voc. Inst. II	9	27.4	5	19.2	18	30.0
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	3	9.0	1	3.8	--	--
Instructional II	--	--	8	30.8	--	--
Ed. Specialist I	1	3.0	--	--	2	3.3
Ed. Specialist II	--	--	--	--	--	--
Supervisory I	--	--	1	3.8	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	--	--	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	--	--	--	--	--	--
Voc. and Supervisory	--	--	--	--	--	--
Voc. and Coord.	2	6.1	--	--	--	--
Voc., Coord., Supervisory	--	--	--	--	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	--	--	--	--	--	--
Inst. and Supervisory	--	--	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	--	--
Ed. Specialist and Supervisory	--	--	--	--	2	3.3
Ed. Specialist Supv., Adm.	--	--	--	--	--	--
No Response						
Total	33	100	26	100	60	100

Table 19

Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Secondary Full-time and Adult Vocational Part-time

Type of Certificate	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
None	13	5.6	12	6.0	3	1.6
Voc. Intern	9	3.9	7	3.5	8	4.3
Voc. Inst. I	40	17.2	30	15.0	40	21.3
Voc. Inst. II	76	32.8	67	33.5	65	34.6
Coord. of Voc. I	--	--	2	1.0	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	22	9.5	19	9.5	23	12.3
Instructional II	44	19.0	50	25.0	25	13.3
Ed. Specialist I	1	0.4	1	0.5	--	--
Ed. Specialist II	3	1.3	--	--	--	--
Supervisory I	2	0.9	2	1.0	1	0.5
Supervisory II	--	--	--	--	--	--
Administrative I	2	0.9	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	1	0.4	--	--	--	--
Voc. and Supervisory	--	--	--	--	1	0.5
Voc. and Coord.	9	3.9	5	2.5	11	5.9
Voc., Coord., Supervisory	--	--	--	--	3	1.6
Voc. Inst., Adm.	1	0.4	--	--	--	--
Inst. and Coord.	2	0.9	1	0.5	1	0.5
Inst. and Ed. Specialist	4	1.7	--	--	1	0.5
Inst. and Supervisory	2	0.9	--	--	1	0.5
Inst., Coord.	--	--	--	--	2	1.0
Inst. and Adm.	--	--	2	1.0	1	0.5
Ed. Specialist and Supervisory	--	--	2	1.0	2	1.0
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response						
Total	231	100	200	100	188	100

Table 20

Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Working Outside the Field of Education Full-time and Teaching Adult Vocational Part-time

Type of Certificate	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
None	65	75.6	67	83.8	78	71.5
Voc. Intern	4	4.7	1	1.3	9	8.2
Voc. Inst. I	7	8.1	2	2.5	10	9.2
Voc. Inst. II	3	3.5	4	5.0	4	3.7
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	3	2.8
Instructional I	2	2.3	2	2.5	1	0.9
Instructional II	2	2.3	3	3.8	--	--
Ed. Specialist I	--	--	--	--	--	--
Ed. Specialist II	--	--	1	1.3	--	--
Supervisory I	--	--	--	--	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	--	--	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	1	1.2	--	--	--	--
Voc. and Supervisory	--	--	--	--	--	--
Voc. and Coord.	--	--	--	--	--	--
Voc., Coord., Supervisory	1	1.2	--	--	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	--	--	--	--	--	--
Inst. and Supervisory	1	1.2	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	--	--
Ed. Specialist and Supervisory	--	--	--	--	3	2.8
Ed. Specialist, Supv., Adm.	--	--	--	--	1	0.9
No Response						
Total	86	100	86	100	100	100

Table 21

Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Currently Teaching Adult Vocational Part-time Only

Type of Certificate	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
None	23	41.8	32	53.3	33	52.3
Voc. Intern	1	1.8	--	--	2	3.2
Voc. Inst. I	11	20.0	4	6.7	8	12.7
Voc. Inst. II	6	10.9	12	20.0	4	6.3
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	7	12.7	7	11.7	2	3.2
Instructional II	5	9.1	4	6.7	6	9.5
Ed. Specialist I	1	1.8	--	--	--	--
Ed. Specialist II	--	--	--	--	2	3.2
Supervisory I	--	--	--	--	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	--	--	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	--	--	--	--	--	--
Voc. and Supervisory	1	1.8	--	--	--	--
Voc. and Coord.	--	--	1	1.7	2	3.2
Voc., Coord., Supervisory	--	--	--	--	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	--	--	--	--	1	1.6
Inst. and Supervisory	--	--	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	2	3.2
Ed. Specialist and Supervisory	--	--	--	--	1	1.6
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response						
Total	55	100	60	100	63	100

Table 22

Certificates Held by Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania who are Coordinators, Supervisors, Administrators Full-time and Teach Adult Vocational Part-time

Type of Certificate	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
None	6	33.3	10	45.5	7	35.0
Voc. Intern	--	--	--	--	--	--
Voc. Inst. I	1	5.6	--	--	--	--
Voc. Inst. II	3	16.7	1	4.5	3	15.0
Coord. of Voc. I	--	--	1	4.5	1	5.0
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	1	5.6	2	9.1	--	--
Instructional II	1	5.6	--	--	1	5.0
Ed. Specialist I	1	5.6	--	--	--	--
Ed. Specialist II	--	--	--	--	--	--
Supervisory I	--	--	3	13.6	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	1	5.6	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	1	5.6	1	4.5	--	--
Voc and Supervisory	1	5.6	1	4.5	1	5.0
Voc. and Coord.	1	5.6	--	--	5	25.0
Voc., Coord., Supervisory	--	--	2	9.1	1	5.0
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	1	5.6	--	--	--	--
Inst. and Supervisory	--	--	--	--	--	--
Inst., Coord. Supervisory	--	--	1	4.5	--	--
Inst. and Adm.	--	--	--	--	--	--
Ed. Specialist and Supervisory	--	--	--	--	1	5.0
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response						
Total	18	100	22	100	20	100

teachers were not certificated. The percentages of uncertificated health occupations education teachers in the Western and Eastern regions were 58.8 percent, and 44.4 percent respectively. Approximately one-half of the technical education teachers were not certificated.

Subject Area of Certification

Of the 1930 individuals responding to the questionnaire, only 798 indicated the subject matter area of their certification. In the Western and Eastern regions the highest number of persons are certificated in the area of trade and industry. Approximately 20 percent fell into that category. Business education ranked second in the number of individuals certificated. In the Central region, 14.1 percent of the teachers were certificated in business education while 13.7 percent were certificated in trade and industry. Distributive education has the least number of individuals certificated in all regions. Table 23 presents those findings.

Tables 24-28 present the subject areas of certification of individuals with various employment status'. Fifty-seven percent of the adult vocational teachers who were teaching adult vocational classes full-time in the Central region were certified in agriculture. The largest percentages of adult vocational teachers, teaching full-time in the other regions were trade and industry teachers. No full-time adult vocational teachers reported certification in distributive education or gainful home economics.

The highest percentages of part-time adult vocational teachers/ full-time secondary teachers in all three regions of Pennsylvania were certified in trade and industry. Business education ranked second in the number of certificated individuals who were part-time adult vocational

Table 23

Subject Area of Certification of
Adult Vocational Teachers in the Western, Central, and
Eastern Regions of Pennsylvania

Subject	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Agriculture	19	4.0	40	9.8	9	1.8
Distributive Education	2	0.4	1	0.2	4	0.8
Health Occupations Education	7	1.5	2	0.5	14	2.8
Useful Home Economics	6	1.3	6	1.5	4	0.8
Gainful Home Economics	4	0.8	3	0.7	7	1.4
Home Economics (Both Useful and Gainful)	29	6.1	18	4.4	16	3.2
Business Education	57	12.1	58	14.1	55	10.8
Technical	23	4.9	15	3.7	32	6.3
Trade and Industry	92	19.5	56	13.7	111	21.9
Co-op Education	2	0.4	6	1.5	--	2.0
Other	38	8.0	23	5.6	16	3.2
Any Two	9	1.9	4	1.0	10	2.0
No Response	185	39.0	178	43.3	229	45.3
Total	473	100	410	100	507	100

Table 24

Subject Area of Certification of Adult Vocational Teachers who Were Teaching Adult Vocational Full-time in the Western, Central and Eastern Regions of Pennsylvania

Subject Area	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Agriculture	0	0.0	8	57.1	1	2.9
Distributive Education	0	0.0	0	0.0	0	0.0
Health Occupations Education	1	4.3	0	0.0	10	29.4
Useful Home Economics	1	4.3	0	0.0	0	0.0
Gainful Home Economics	0	0.0	0	0.0	0	0.0
Home Economics (both useful and gainful)	2	8.7	0	0.0	1	2.9
Business Education	2	8.7	2	14.3	2	5.9
Technical Education	4	17.4	2	14.3	4	11.8
Trade and Industry	10	43.5	2	14.3	14	41.2
Any Two Areas	0	0.0	0	0.0	1	2.9
Other Areas	3	13.0	0	0.0	1	2.9
Total	23	100	14	100	34	100

Table 25

Subject Area of Certification of
Adult Vocational Teachers Teaching Secondary Full-time and
Adult Vocational Part-time

Subject Area	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Agriculture	18	9.2	28	17.4	8	4.9
Distributive Education	2	1.0	1	0.6	3	1.8
Health Occupations Education	0	0.0	0	0.0	0	0.0
Useful Home Economics	4	2.0	4	2.5	0	0.0
Gainful Home Economics	3	1.5	3	1.9	4	2.4
Home Economics (both useful and gainful)	15	7.7	11	6.8	9	5.5
Business Education	41	20.9	41	25.5	38	23.2
Technical Education	16	8.2	10	6.2	19	11.6
Trade and Industry	67	34.2	45	27.9	71	43.3
Any Two Areas	5	2.6	3	1.9	5	3.0
Other Areas	25	12.7	15	9.3	7	4.3
Total	196	100	161	100	164	100

Table 26

Subject Area of Certification of
Adult Vocational Teachers Working Outside the Field of
Education Full-time and Teaching Adult Vocational Part-time

Subject Area	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Agriculture	0	0.0	1	7.7	0	0.0
Distributive Education	0	0.0	0	0.0	1	3.6
Health Occupations Education	1	5.3	1	7.7	0	0.0
Useful Home Economics	0	0.0	0	0.0	0	0.0
Gainful Home Economics	0	0.0	0	0.0	1	3.6
Home Economics (both useful and gainful)	1	5.3	0	0.0	0	0.0
Business Education	2	10.5	4	30.8	5	17.8
Technical Education	2	10.5	1	7.7	3	10.7
Trade and Industry	9	47.4	3	23.1	13	46.4
Any Two Areas	0	0.0	0	0.0	1	3.6
Other Areas	4	21.1	3	23.1	4	14.3
Total	19	100	13	100	28	100

Table 27

Subject Area of Certification of
Adult Vocational Teachers Teaching Adult Vocational Part-time Only

Subject Area	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Agriculture	0	0.0	2	7.7	0	0.0
Distributive Education	0	0.0	0	0.0	0	0.0
Health Occupations Education	4	12.1	1	3.8	3	8.6
Useful Home Economics	1	3.0	1	3.8	4	11.4
Gainful Home Economics	0	0.0	0	0.0	2	5.7
Home Economics (both useful and gainful)	9	27.3	7	26.9	4	11.4
Business Education	9	27.3	8	30.8	7	20.0
Technical Education	0	0.0	2	7.7	4	11.4
Trade and Industry	5	15.2	3	11.5	6	17.1
Any Two Areas	1	3.0	0	0.0	2	5.7
Other Areas	4	12.1	2	7.7	3	8.6
Total	33	100	26	100	35	100

Table 28

Subject Area of Certification of Adult Vocational Teachers who are Coordinators, Supervisors, Administrators Full-time and Teach Adult Vocational Part-time

Subject Area	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Agriculture	1	7.7	1	9.1	0	0.0
Distributive Education	0	0.0	0	0.0	0	0.0
Health Occupations Education	1	7.7	0	0.0	0	0.0
Useful Home Economics	0	0.0	0	0.0	0	0.0
Gainful Home Economics	0	0.0	0	0.0	0	0.0
Home Economics (both useful and gainful)	1	7.7	0	0.0	0	0.0
Business Education	3	23.1	3	27.3	0	0.0
Technical Education	1	7.7	0	0.0	1	100
Trade and Industry	1	7.7	3	27.3	0	0.0
Any Two Areas	3	23.1	1	9.1	0	0.0
Other Areas	2	15.4	3	27.3	0	0.0
Total	13	100	11	100	1	100

teachers/full-time secondary teachers. There were no individuals certified in health occupations education teaching adult vocational part-time/ secondary full-time.

Individuals working outside the field of education full-time/ teaching adult vocational part-time held certificates in every area except useful home economics. The highest percentage of certificated teachers with that employment status in the Western and Eastern regions held certificates in trade and industry. The highest percentage of teachers with that employment status in the Central region were certified in business education.

Individuals who were teaching adult vocational classes part-time only were most often certificated in business education. Home economics (both useful and gainful) ranked second. No individuals teaching adult vocational classes part-time only were certificated in distributive education.

The Eastern region reported only one individual holding the employment status of adult vocational teacher part-time/coordinator, supervisor or administrator full-time. That person was certified in technical education. In the Central region, 27.3 percent of the individuals with that employment status were certified in business education. Similar numbers were certificated in trade and industry, and "other" areas. Part-time adult vocational teachers/full-time coordinators, supervisors or administrators in the Western region were most often certified in the area of business education. Although, an equal number were certified in two vocational areas.

Highest Level of Education

The findings presented in Table 29 illustrate the similarities in levels of education preparation of teachers in all three regions of Pennsylvania. Eighteen percent of the adult vocational teachers in Pennsylvania hold a G.E.D., high school diploma, or less. Twenty-seven percent hold a bachelor's degree and 18 percent hold a masters degree. Only 1 percent of the adult vocational teachers have earned a doctorate.

A comparison of the educational levels of adult vocational teachers and their employment status is found in Tables 30 through 34. Individuals teaching adult vocational classes full-time most frequently held a bachelor's degree. A large number of full-time adult vocational teachers in the Central region, however, held a masters degree. Only one individual in the state who was teaching adult vocational classes full-time had less than a G.E.D. or high school diploma; and only one individual held a doctorate. One fifth of the full-time adult vocational teachers in the Eastern region had either a G.E.D. or high school diploma.

Individuals who were teaching adult vocational part-time/secondary full-time most often held a bachelors degree. Approximately seven out of ten individuals teaching adult vocational part-time/secondary full-time held either a masters equivalency, bachelors degree or masters degree. One individual with this employment status had a grade school education; while two held doctorates.

The greatest number of individuals working outside the field of education full-time/teaching adult vocational part-time had a high school diploma or G.E.D. Fifty-three percent of the teachers in the Central region, and 38 percent of the teachers in the other regions with that

Table 29

Highest Level of Education of
Adult Vocational Teachers in the
Western, Central and Eastern Regions of Pennsylvania

Education	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Grade School	2	0.4	3	0.7	2	0.4
High School--Less Than Four Years	5	1.1	5	1.2	7	1.4
High School--Graduation or G.E.D.	64	13.5	70	17.1	85	16.8
One Year College	15	3.2	14	3.4	31	61.
Two Years College--No Degree	45	9.5	45	11.0	52	10.3
Two Years College--Associate Degree	11	2.3	14	3.4	19	3.7
Three Years College	28	5.9	17	4.1	35	6.9
Masters Equivalency	60	12.7	31	7.6	39	7.7
Bachelors Degree	127	26.8	124	30.2	126	24.9
Masters Degree	94	19.9	76	18.5	61	12.0
Education Specialist or Sixth Year	10	2.1	3	0.7	11	2.2
Doctorate	2	0.4	3	0.7	5	1.0
No Response	10	2.0	5	1.2	34	6.8
Total	473	100	410	100	507	100

Table 30

Highest Educational Level of
Adult Vocational Teachers Teaching Adult Vocational Full-time

Educational Level	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Grade School	0	0.0	0	0.0	0	0.0
High School--Less Than Four Years	0	0.0	1	3.6	0	0.0
High School--Graduation or G.E.D.	2	6.0	1	3.6	15	22.7
One Year College	3	9.0	0	0.0	3	4.5
Two Years College--No Degree	4	12.1	4	14.3	8	12.1
Two Years College--Associate Degree	1	3.0	0	0.0	6	9.1
Three Years College	5	15.2	0	0.0	7	10.6
Masters Equivalency	4	12.1	2	7.1	3	4.5
Bachelors Degree	10	30.4	11	39.3	19	28.8
Masters Degree	4	12.1	8	28.6	4	6.1
Educational Specialist or Sixth Year	0	0.0	0	0.0	1	1.5
Doctorate	0	0.0	1	3.6	0	0.0
Total	33	100	28	100	66	100

Table 31

Highest Educational Level of Adult Vocational Teachers
Teaching Secondary Full-time and Adult Vocational Part-time

Educational Level	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Grade School	1	0.4	0	0.0	0	0.0
High School--Less Than Four Years	1	0.4	1	0.5	0	0.0
High School--Graduation or G.E.D.	10	4.0	8	3.9	7	3.5
One Year College	2	0.8	5	2.4	6	3.0
Two Years College--No Degree	25	10.1	27	13.1	25	12.7
Two Years College--Associate Degree	3	1.2	5	2.4	4	2.0
Three Years College	11	4.4	10	4.9	15	7.6
Masters Equivalency	51	20.6	22	10.7	32	16.2
Bachelors Degree	66	26.6	70	33.9	66	33.5
Masters Degree	66	27.8	55	26.7	34	17.3
Educational Specialist or Sixth Year	7	2.8	3	1.5	7	3.5
Doctorate	1	0.4	0	0.0	1	0.5
Total	247	100	206	100	197	100

Table 32

Highest Educational Level of Adult Vocational Teachers Working Outside the Field of Education Full-time and Teaching Adult Vocational Part-time

Educational Level	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Grade School	0	0.0	1	1.2	2	1.7
High School--Less Than Four Years	4	4.1	1	1.2	5	4.3
High School--Graduation or G.E.D.	37	38.1	44	53.0	44	38.3
One Year College	10	10.3	2	2.4	16	13.9
Two Years College--No Degree	10	10.3	11	13.3	9	7.8
Two Years College--Associate Degree	4	4.1	7	8.4	6	5.2
Three Years College	8	8.2	3	3.6	9	7.8
Masters Equivalency	2	2.1	0	0.0	0	0.0
Bachelors Degree	17	17.5	12	14.5	15	13.0
Masters Degree	5	5.2	2	2.4	6	5.2
Educational Specialist or Sixth Year	0	0.0	0	0.0	2	1.7
Doctorate	0	0.0	0	0.0	1	0.9
Total	97	100	83	100	115	100

Table 33

Highest Educational Level of
Adult Vocational Teachers Teaching Adult Vocational Part-time Only

Educational Level	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Grade School	1	1.6	2	3.1	0	0.0
High School--Less Than Four Years	0	0.0	1	1.6	2	3.0
High School--Graduation or G.E.D.	14	22.2	13	20.3	17	25.8
One Year College	0	0.0	5	7.8	5	7.6
Two Years College--No Degree	6	9.5	3	4.7	8	12.1
Two Years College--Associate Degree	3	4.8	2	3.1	2	3.0
Three Years College	3	4.8	4	4.7	1	4.5
Masters Equivalency	3	4.8	4	6.3	1	1.5
Bachelors Degree	24	38.0	23	35.9	17	25.8
Masters Degree	9	14.3	7	10.9	10	15.2
Educational Specialist or Sixth Year	0	0.0	0	0.0	0	0.0
Doctorate	0	0.0	1	1.6	1	1.5
Total	63	100	64	100	66	100

Table 34

Highest Educational Level of Adult Vocational Teachers who are Coordinators, Supervisors, Administrators Full-time and Teach Adult Vocational Part-time

Educational Level	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Grade School	0	0.0	0	0.0	0	0.0
High School--Less Than Four Years	0	0.0	1	4.3	0	0.0
High School--Graduation or G.E.D.	1	4.8	4	17.4	2	9.5
One Year College	0	0.0	2	8.7	0	0.0
Two Years College--No Degree	0	0.0	0	0.0	1	4.8
Two Years College--Associate Degree	0	0.0	0	0.0	1	4.8
Three Years College	1	4.8	1	4.3	1	4.8
Masters Equivalency	0	0.0	3	13.0	1	4.8
Bachelors Degree	8	38.1	7	30.4	7	33.3
Masters Degree	7	33.3	4	17.4	5	23.8
Educational Specialist or Sixth Year	3	14.3	0	0.0	1	4.8
Doctorate	1	4.8	1	4.3	2	9.5
Total	21	100	23	100	21	100

employment status reported a high school diploma or G.E.D. Less than one-fourth of the individuals in Pennsylvania who were teaching adult vocational classes part-time/working outside the field of education full-time held a bachelors degree or higher.

The educational level of individuals teaching adult vocational classes part-time only was most often a bachelors degree. Thirty-eight percent of the part-time only adult vocational teachers in the Western region held a bachelors degree. The percentages were somewhat smaller in the other regions. Approximately one-fourth of the part-time only adult vocational teachers had a high school diploma or G.E.D. Three individuals held only a grade school education. Two individuals in this employment category held doctorates. There were no individuals with an educational specialist or sixth year degree teaching adult vocational classes part-time only.

Part-time adult vocational teachers/full-time coordinators, supervisors or administrators most often held a bachelors degree. Approximately one-third of the individuals with that employment status held a bachelors degree. One-third of the individuals in the Western region with that employment status held a masters degree, 14.3 percent a educational specialist or sixth year, and 4.8 percent a doctorate. Seventeen percent of the part-time adult vocational teachers/full-time coordinators, supervisors, or administrators in the Central region had a high school diploma or G.E.D. Approximately one in six part-time adult vocational teachers full-time coordinators, supervisors or administrators in the Eastern region held a bachelors or masters degree.

Special Training Programs

Table 35 presents the findings related to the special training programs of adult vocational teachers. Most frequently. teachers had not participated in any of the special training programs listed. Within the Central region, 35 percent reported no special training. The percentages were somewhat less in other regions. Teachers in the Central region who reported specialized training most frequently had participated in a technical school training program. There was an equal number of teachers who had participated in "other" training programs. Approximately 8 percent of the individuals in the Central and Western regions had taken two or more specialized training programs. The percentage of individuals who had taken more than one special training program in the Eastern region was almost double that of the other regions.

Tables 36-40 present the number and percentage of adult vocational teachers in the various employment categories who had participated in special training programs. Individuals working outside the field of education full-time/teaching adult vocational part-time were more likely to have participated in special training programs than any other group. Individuals who were teaching adult vocational part-time only, were least likely to have participated in special training programs.

Approximately half of the full-time adult vocational teachers in the Central region, 15.6 percent in the Western region, and 11.1 percent in the Eastern region had participated in no special training programs. More than one third of the full-time adult vocational teachers in the Western region, 7.4 percent in the Central region and 23.8 percent in the Eastern region had participated in two or more special training programs.

Table 35

Special Training Programs Participated in by Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania

Training	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
None	132	27.9	145	35.4	105	20.7
Apprenticeship	27	5.7	31	7.6	39	7.7
Internship	5	1.1	3	0.7	14	2.8
Business Schools	14	3.0	17	4.1	16	3.2
Trade Schools	25	5.3	19	4.6	27	5.3
Technical Schools	43	9.1	38	9.3	40	7.9
Correspondence Courses	24	5.1	16	3.9	10	2.0
Other	50	10.6	38	9.3	47	9.3
Any Two Programs	26	5.5	24	5.9	44	8.7
Any Four Programs	12	2.5	7	1.7	24	4.7
No Response	32	6.7	33	8.0	59	11.7
Total	473	100	410	100	507	100

Table 36

Participation in Special Training Programs
by Adult Vocational Teachers Teaching
Adult Vocational Full-time in Pennsylvania

Special Training Program	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
NONE	5	15.6	14	51.9	7	11.1
Apprenticeship	2	6.3	1	3.7	12	19.0
Internship	1	3.1	0	0.0	3	4.8
Business School	0	0.0	0	0.0	1	1.6
Trade School	3	9.4	1	3.7	6	9.5
Technical School	4	12.5	5	18.5	6	9.5
Correspondence Courses	3	9.4	2	7.4	1	1.6
Other	3	9.4	2	7.4	12	19.0
Any Two Programs	6	18.8	1	3.7	10	15.9
Any Three Programs	1	3.1	0	0.0	4	6.3
Any Four Programs	4	12.5	1	3.7	1	1.6
Total	32	100	27	100	63	100

Table 37

Participation in Special Training Programs
By Adult Vocational Teachers Teaching Secondary Full-time
and Adult Vocational Part-time in Pennsylvania

Special Training Program	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
NONE	90	38.3	84	44.2	61	32.4
Apprenticeship	14	6.0	16	8.4	16	8.5
Internship	4	1.7	2	1.1	7	3.7
Business School	7	3.0	8	4.2	10	5.3
Trade School	9	3.8	8	4.2	8	4.3
Technical School	21	8.9	18	9.5	8	4.3
Correspondence Courses	13	5.5	5	2.6	1	0.5
Other	17	7.2	19	1.0	12	6.4
Any Two Programs	41	17.4	15	7.9	34	18.1
Any Three Programs	14	6.0	11	5.8	18	9.6
Any Four Programs	4	1.7	4	2.1	13	6.9
Total	234	100	190	100	188	100

Table 38

Participation in Special Training Programs by Adult Vocational Teachers Working Outside the Field of Education Full-time and Teaching Adult Vocational Part-time in Pennsylvania

Special Training Program	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
NONE	3	6.2	17	20.5	13	11.7
Apprenticeship	9	9.3	8	9.6	8	7.2
Internship	0	0.0	1	1.2	2	1.8
Business School	5	5.2	7	8.4	3	2.7
Trade School	9	9.3	5	6.0	10	9.0
Technical School	12	12.4	8	9.6	13	11.7
Correspondence Courses	4	4.1	5	6.0	5	4.5
Other	15	15.5	8	9.6	12	10.8
Any Two Programs	26	26.8	15	18.1	22	19.8
Any Three Programs	8	8.2	7	8.4	16	14.4
Any Four Programs	3	3.1	1	1.2	7	6.3
Total	97	100	82	100	111	100

Table 39

Participation in Special Training Programs
by Adult Vocational Teachers Teaching
Adult Vocational Part-time Only in Pennsylvania

Special Training Program	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
NONE	24	42.9	22	40.0	20	31.7
Apprenticeship	1	1.8	4	7.3	2	3.2
Internship	0	0.0	0	0.0	2	3.2
Business School	1	1.8	2	3.6	2	3.2
Trade School	4	7.1	4	7.3	3	4.8
Technical School	5	8.9	5	9.1	9	14.3
Correspondence Courses	3	5.4	4	7.3	1	1.6
Other	10	17.9	6	10.9	8	12.7
Any Two Programs	6	10.7	5	9.1	13	20.6
Any Three Programs	1	1.8	2	3.6	2	3.2
Any Four Programs	1	1.8	1	1.8	1	1.6
Total	56	100	55	100	63	100

Table 40

Participation in Special Training Programs by Adult Vocational Teachers who are Coordinators, Supervisors, Administrators Full-time and Teach Adult Vocational Part-time in Pennsylvania

Special Training Program	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
NONE	5	26.3	8	36.4	3	15.8
Apprenticeship	1	5.3	2	9.1	1	5.3
Internship	0	0.0	0	0.0	0	0.0
Business School	1	5.3	0	0.0	0	0.0
Trade School	0	0.0	1	4.5	0	0.0
Technical School	1	5.3	2	9.1	3	15.8
Correspondence Courses	1	5.3	0	0.0	2	10.5
Other	5	26.3	2	9.1	2	10.5
Any Two Programs	3	15.8	3	13.6	3	15.8
Any Three Programs	2	10.5	4	18.2	3	15.8
Any Four Programs	0	0.0	0	0.0	2	10.5
Total	19	100	22	100	19	100

Full-time secondary/part-time adult vocational teachers most often had participated in no special training programs. Individuals in that employment category who had participated in special training programs most often had participated in two programs. Technical school training programs were the type of single special training programs selected most often by full-time secondary/part-time adult vocational teachers in the Western and Central regions; while apprenticeship programs were more popular with full-time secondary/part-time adult vocational teachers in the Eastern region.

Approximately one-fifth of the individuals working outside the field of education full-time/teaching adult vocational part-time, had participated in two special training programs Another 10 to 20 percent had participated in more than two special training programs. Those individuals who had participated in one special training program, most frequently reported technical school programs. One-fifth of the individuals working outside the field of education full-time/teaching adult vocational part-time in the Central region had not participated in any special training program. The percentages were smaller in the other regions.

Thirty-eight percent of the individuals in Pennsylvania who were teaching adult vocational classes part-time only had participated in no special training program. Those individuals teaching adult vocational classes part-time only who had participated in any type of training program most often selected technical or "other" types of special training programs. However, 20.6 percent of the individuals from the Eastern region in this employment category had participated in two special training programs.

Twenty-six percent of the part-time adult vocational teachers/full-time coordinators, supervisors or administrators in the Western region, 31.8 percent in the Central region, and 42.1 percent in the Eastern region had participated in more than one special training program. Twenty-seven percent of the part-time adult vocational teachers/full-time coordinators, supervisors, or administrators in Pennsylvania had participated in no special training program. The highest percentage of individuals in this employment category in the Western region who had participated in one training program, selected "other" types of programs. Individuals from the Central and Eastern regions in that employment category most often had participated in technical school training programs.

Specific Training in Teaching Adults

Table 41 presents the frequency and percentage of individuals throughout the three regions of Pennsylvania who have participated in specific training in teaching adults. Adult vocational teachers who had specific training in teaching adults had acquired it most often through continuing education courses. Twenty-eight percent of the adult vocational teachers in the Central region had taken at least one continuing education course to assist them in teaching adults. The percentages were similar in the other regions. Approximately 17 percent of the adult vocational teachers in the Central region, one-fifth of the teachers in the Western region, and on the average 16 percent of the teachers in the Eastern region had participated in either a workshop for college credit, a workshop for no credit, or a workshop for continuing education units which dealt with the teaching of adults.

Tables 24 through 46 present the number and percentage of adult vocational teachers in various employment categories who have participated in training activities which dealt specifically with teaching adults. Those activities were in the form of workshops for college credit, workshops for no credit, workshops for continuing education units, and continuing education courses. Participation in the various training options varied among employment categories. However, the group reporting the least amount of overall participation was the one in which individuals were working outside the field of education full-time/teaching adult vocational part-time. Full time adult vocational teachers, as a group, participated more often in adult training programs, than other employment groups. Forty-six percent of the full-time adult vocational teachers in the Central region, 28.6 percent in the Western region and 25.4 percent in the Eastern region participated in workshops for college credit.

Table 41

Specific Training in Teaching Adults Participated in by Adult Vocational Teachers in the Western, Central, and Eastern Regions of Pennsylvania

Trainings		Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Workshops for College Credit	Yes	82	19.3	72	17.6	71	14.0
	No	271	57.3	288	70.2	300	59.2
	No Response	120	25.4	50	12.2	136	26.8
	Total	473	100	410	100	507	100
Workshops for No Credit	Yes	95	20.1	70	17.1	82	16.2
	No	264	55.8	281	68.5	285	56.2
	No Response	114	24.1	59	14.4	140	27.6
	Total	473	100	410	100	507	100
Workshop for CEU's	Yes	89	18.8	72	17.6	97	19.1
	No	259	54.8	287	70.0	297	58.6
	No Response	125	26.4	51	12.4	112	22.3
	Total	473	100	410	100	507	100
Continuing Education Courses	Yes	139	29.4	113	27.6	145	28.6
	No	237	50.1	256	62.4	248	48.9
	No Response	97	20.5	41	9.9	114	22.5
	Total	473	100	410	100	507	100

Table 42

Adult Vocational Teacher Participation in Workshops for College Credit Dealing Specifically With Teaching Adults

Employment Category	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Teaching Adult Vocational Full-time						
Yes	10	28.6	13	46.4	18	25.4
No	10	28.6	13	46.4	28	39.4
No Response	15	42.8	2	7.2	25	35.2
Total	35	100	28	100	71	100
Teaching Secondary Full-time Adult Vocational Part-time						
Yes	54	21.6	44	21.0	31	14.8
No	149	59.6	137	65.6	124	59.6
No Response	47	18.8	28	13.4	53	25.6
Total	250	100	209	100	208	100
Working Outside the Field of Education Full-time/Teaching Adult Vocational Part-time						
Yes	6	6.2	6	7.1	11	8.9
No	77	79.4	69	82.1	90	72.6
No Response	14	14.4	9	10.8	23	18.5
Total	97	100	84	100	124	100

Table 42--Continued

Employment Category	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Teaching Adult Vocational Part-time Only						
Yes	2	3.1	3	4.7	6	8.3
No	40	62.5	53	82.8	45	62.5
No Response	22	34.4	8	12.5	21	29.2
Total	64	100	64	100	72	100
Coordinators, Supervisors, Administrators Full-time/Adult Vocational Teachers Part-time						
Yes	6	28.6	6	26.1	4	17.4
No	10	47.6	15	65.2	10	43.5
No Response	5	23.8	2	8.7	9	39.1
Total	21	100	23	100	23	100

Table 43

Adult Vocational Teacher Participation in Workshops for No Credit Dealing Specifically with Teaching Adults

Employment Categories	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Teaching Adult Vocational Full-time						
Yes	12	34.3	9	32.1	16	22.5
No	9	25.7	14	50.0	19	26.8

Table 43--Continued

Employment Category	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
No Response	14	40.0	5	17.9	35	50.7
Total	35	100	28	100	71	100
Teaching Secondary Full-time/Adult Vocational Part-time						
Yes	45	18.0	25	22.0	34	16.3
No	148	59.2	147	70.3	120	57.7
No Response	57	22.8	37	17.7	54	26.0
Total	250	100	209	100	208	100
Working Outside the Field of Education Full-time/Teaching Adult Vocational Part-time						
Yes	10	10.3	15	17.9	15	12.1
No	59	61.0	63	75.0	84	67.7
No Response	28	28.7	6	7.1	25	20.2
Total	97	100	84	100	124	100
Teaching Adult Vocational Part-time Only						
Yes	13	20.3	12	18.8	10	13.9
No	38	59.4	44	68.8	40	55.6
No Response	13	20.3	8	12.4	22	30.5
Total	64	100	64	100	72	100

Table 43--Continued

Employment Category	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Coordinator, Supervisor, or Administrator Full-time/Teaching Adult Vocational Part-time						
Yes	7	33.3	8	34.8	5	21.8
No	8	38.1	12	52.2	9	39.1
No Response	6	28.6	3	13.0	9	39.1
Total	21	100	23	100	23	100

Table 44

Adult Vocational Teacher Participation in Workshops for Continuing Education Units (CEU's) Dealing Specifically With Teaching Adults

Employment Category	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Teaching Adult Vocational Full-time						
Yes	16	45.7	12	42.9	20	28.2
No	6	17.1	13	46.4	27	38.0
No Response	13	37.2	3	10.7	24	33.8
Total	35	100	28	100	71	100
Teaching Secondary Full-time Adult Vocational Part-time						
Yes	42	16.8	38	10.2	20	9.6
No	150	60.0	140	67.0	27	13.0

Table 44--Continued

Employment Category	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
No Response	58	23.2	31	14.8	161	77.4
Total	250	100	209	100	208	100
Working Outside the Field of Education Full-time/Teaching Adult Vocational Part-time						
Yes	18	18.6	10	11.9	17	13.7
No	58	60.0	67	79.8	89	71.8
No Response	21	21.4	7	8.3	18	14.5
Total	97	100	84	100	124	100
Teaching Adult Vocational Part-time Only						
Yes	14	21.9	6	9.3	16	22.2
No	32	50.0	51	79.7	41	56.9
No Response	18	28.1	7	11.0	15	20.9
Total	64	100	64	100	72	100
Coordinators, Supervisors, Administrators Full-time/Adult Vocational Teachers Part-time						
Yes	2	9.5	6	26.1	6	26.1
No	11	52.4	15	65.2	11	47.8
No Response	8	38.1	2	8.7	6	26.1
Total	21	100	23	100	23	100

Table 45

Adult Vocational Teacher Participation in
Continuing Education Courses Dealing Specifically with Teaching Adults

Employment Category	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Teaching Adult Vocational Full-time						
Yes	18	51.4	13	46.4	31	43.6
No	8	22.9	13	46.4	18	25.4
No Response	9	25.7	2	7.2	22	31.0
Total	35	100	28	100	71	100
Teaching Secondary Full-time Adult Vocational Part-time						
Yes	73	29.2	73	34.9	31	14.8
No	132	52.8	118	56.5	18	8.8
No Response	45	18.0	18	8.6	159	76.4
Total	250	100	209	100	208	100
Working Outside the Field of Education Full-time/Teaching Adult Vocational Part-time						
Yes	13	13.4	13	15.5	19	15.3
No	57	58.8	64	76.2	80	64.5
No Response	27	27.8	7	8.3	25	20.2
Total	97	100	84	100	124	100

Table 45--Continued

Employment Category	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Teaching Adult Vocational Part-time Only						
Yes	18	28.1	10	15.6	18	25.0
No	35	54.7	45	70.3	37	51.4
No Response	11	17.2	9	14.1	17	23.6
Total	64	100	64	100	72	100
Coordinators, Supervisors, Administrators Full-time/Adult Vocational Teachers Part-time						
Yes	9	42.9	4	17.4	7	30.4
No	8	38.1	15	65.2	11	47.8
No Response	4	19.0	4	17.4	5	21.8
Total	21	100	23	100	23	100

One out of three full-time adult vocational teachers, as well as one out of three part-time adult vocational teachers/full-time coordinators, supervisors or administrators had participated in workshops for no credit. The percentages were smaller in other categories.

Forty-six percent of the full-time adult vocational teachers in the Western region, 42.9 percent in the Central region and 28.2 percent in the Eastern region had participated in Continuing Education Units (CEU's) which dealt with teaching adults. Other employment groups participated less.

Full-time adult vocational teachers participated more frequently than any other employment group in continuing education courses which dealt with teaching adults. Fifty-one percent of the full-time adult vocational teachers in the Western region, 46.4 percent in the Central region and 43.6 percent in the Eastern region had participated in continuing education courses which dealt with teaching adults.

Present Educational Development

Throughout Pennsylvania the percentage of teachers involved in educational development (the pursuit of a degree or certificate) ranged from 15-22 percent. The Central region showed the lowest number of adult vocational teachers currently involved in educational development. Within the Central region 76.3 percent were not pursuing any type of educational degree and 74.9 percent were not pursuing any type of certificate. Sixty-nine percent of the teachers in the Western region, and 60.9 percent of the teachers in the Eastern regions were not pursuing any type of degree. Only 17.1 percent of the teachers in the Western region and 21.1 percent of the teachers in the Eastern region were presently working on a certificate. Figures 12 and 13 present these findings.

Figures 14-18 illustrate the percentages of adult vocational teachers within various employment categories, who were working on a degree or certificate. Individuals who were teaching secondary full-time and adult vocational part-time were most involved in the pursuit of a degree or certificate. Individuals teaching secondary full-time and adult vocational part-time were most often involved in the pursuit of a degree adult vocational part-time. The highest percentage of teachers with that employment status who were working on another certificate were in the Eastern region. Thirteen percent fell into that category.

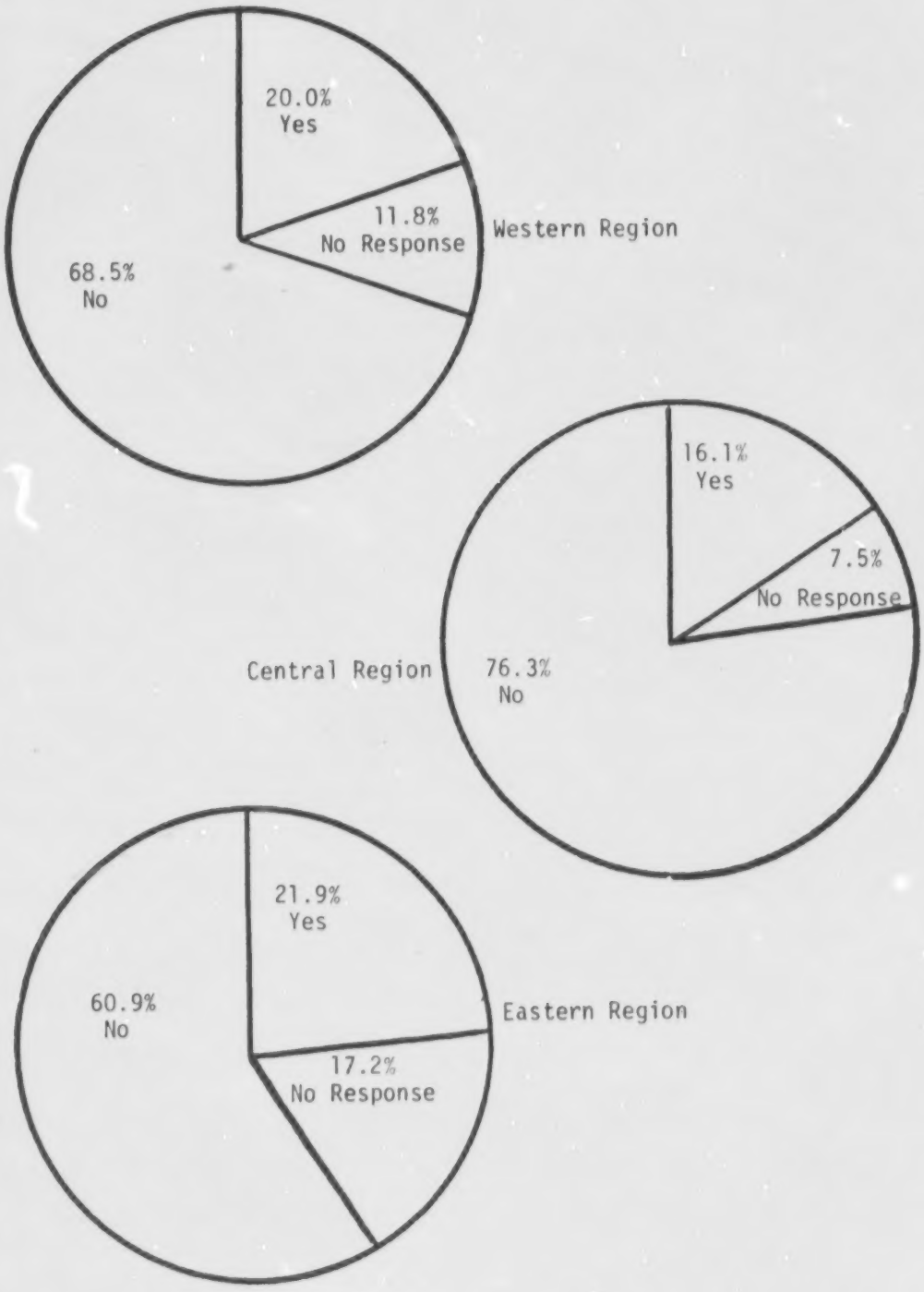

Figure 12. Percent of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania Currently Working on Another Degree.

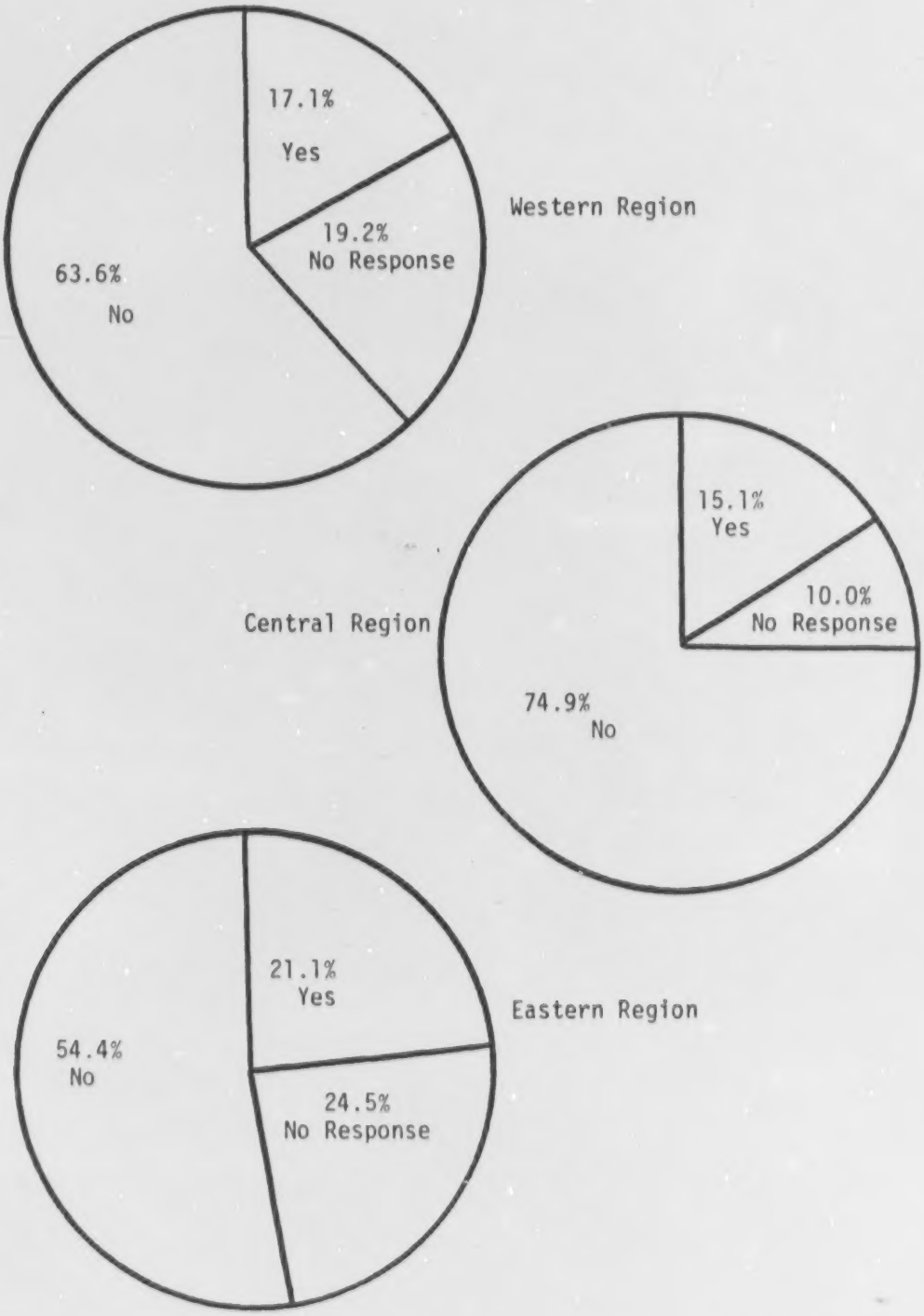

Figure 13. Percent of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania Currently Working on Another Certificate.

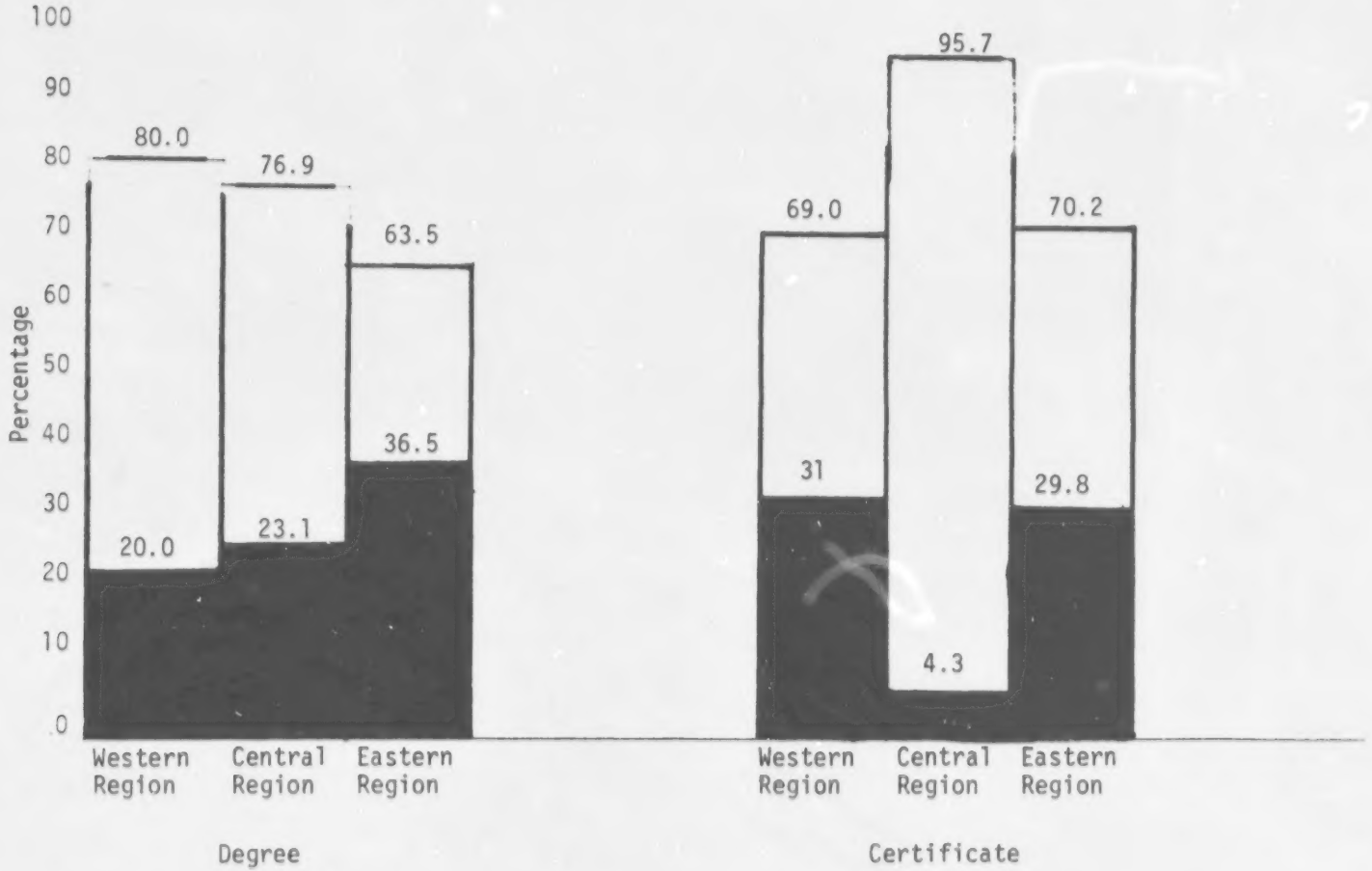

Figure 14. Percentage of Teachers Currently Teaching Adult Vocational Classes Full-time who are Working on a Degree or Certificate

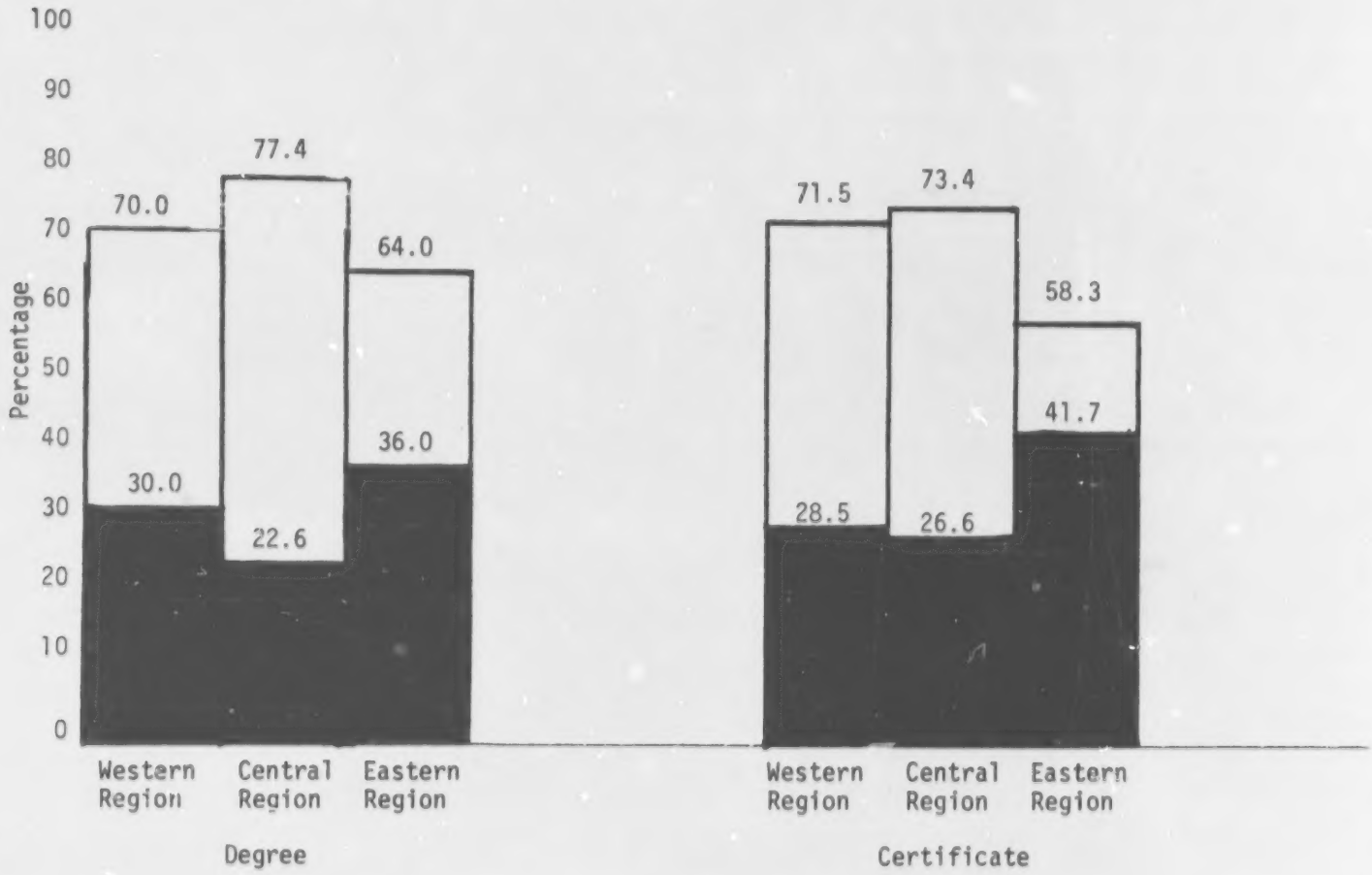

Figure 15. Percentage of Teachers Currently Teaching Secondary Full-time and Adult Vocational Part-time who are Working on a Degree or Certificate

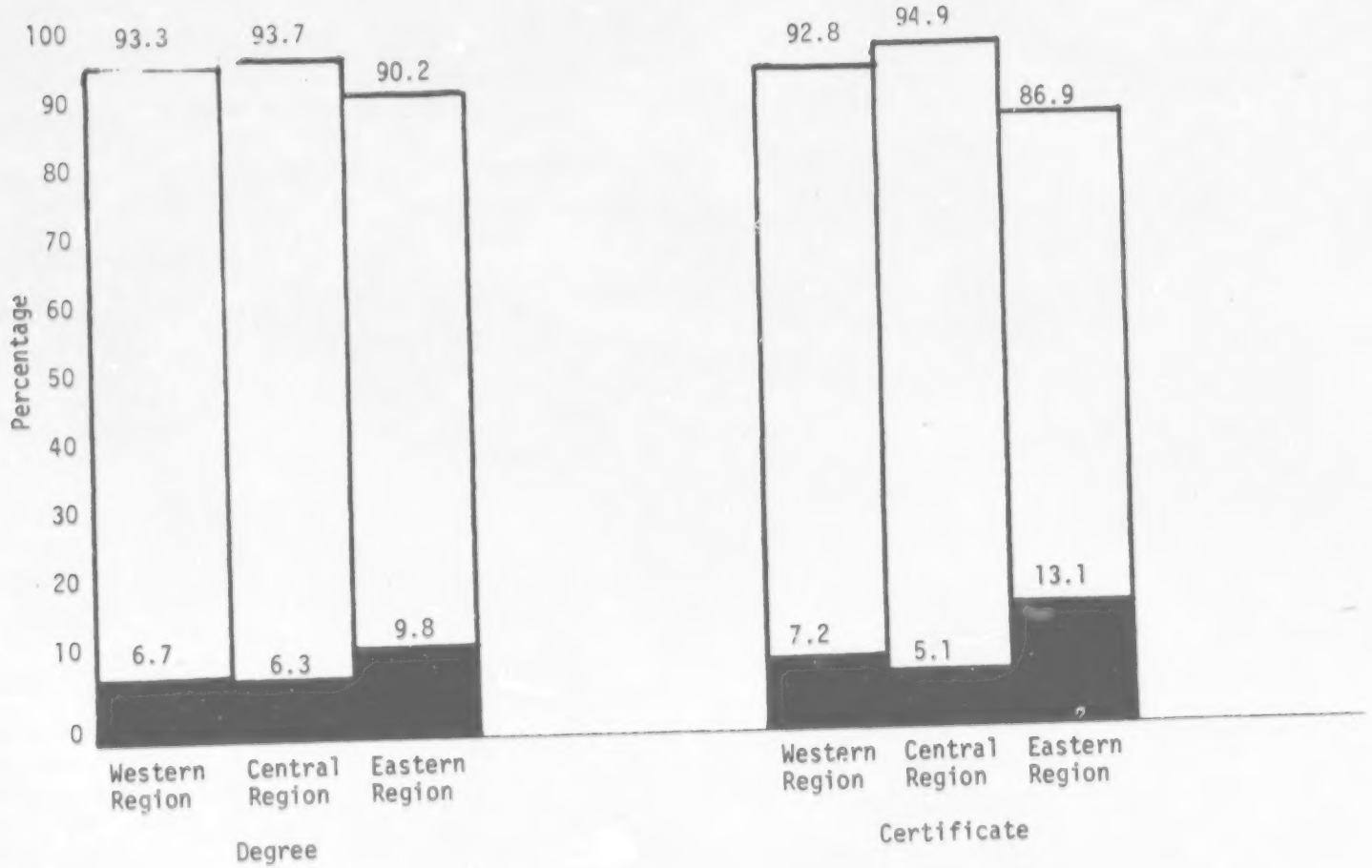

Figure 16. Percentage of Teachers Working Outside the Field of Education Full-time and Teaching Adult Vocational Part-time who are Working on a Degree or Certificate

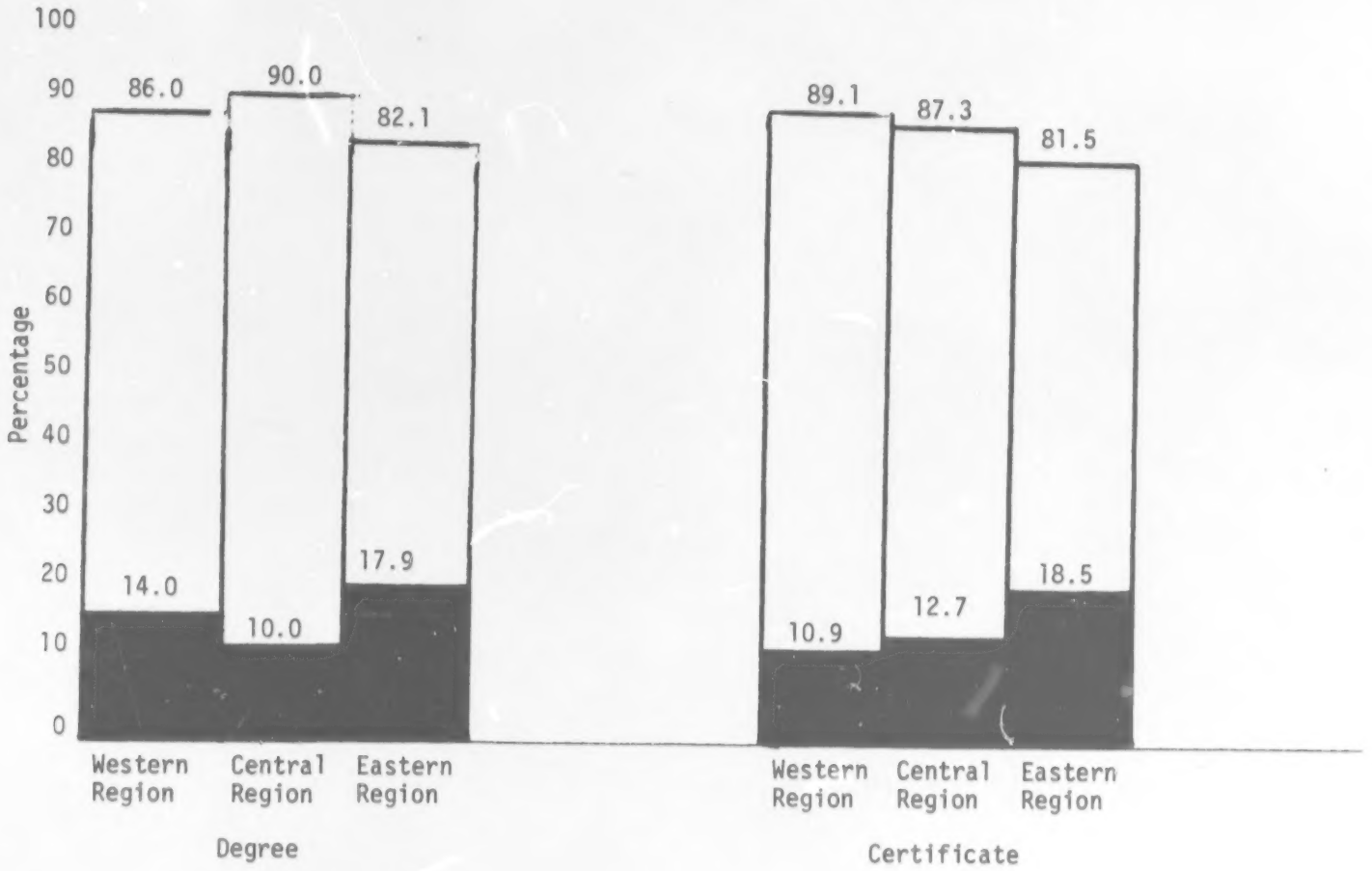

Figure 17. Percentage of Teachers Currently Teaching Adult Vocational Part-time who are Working on a Degree or Certificate

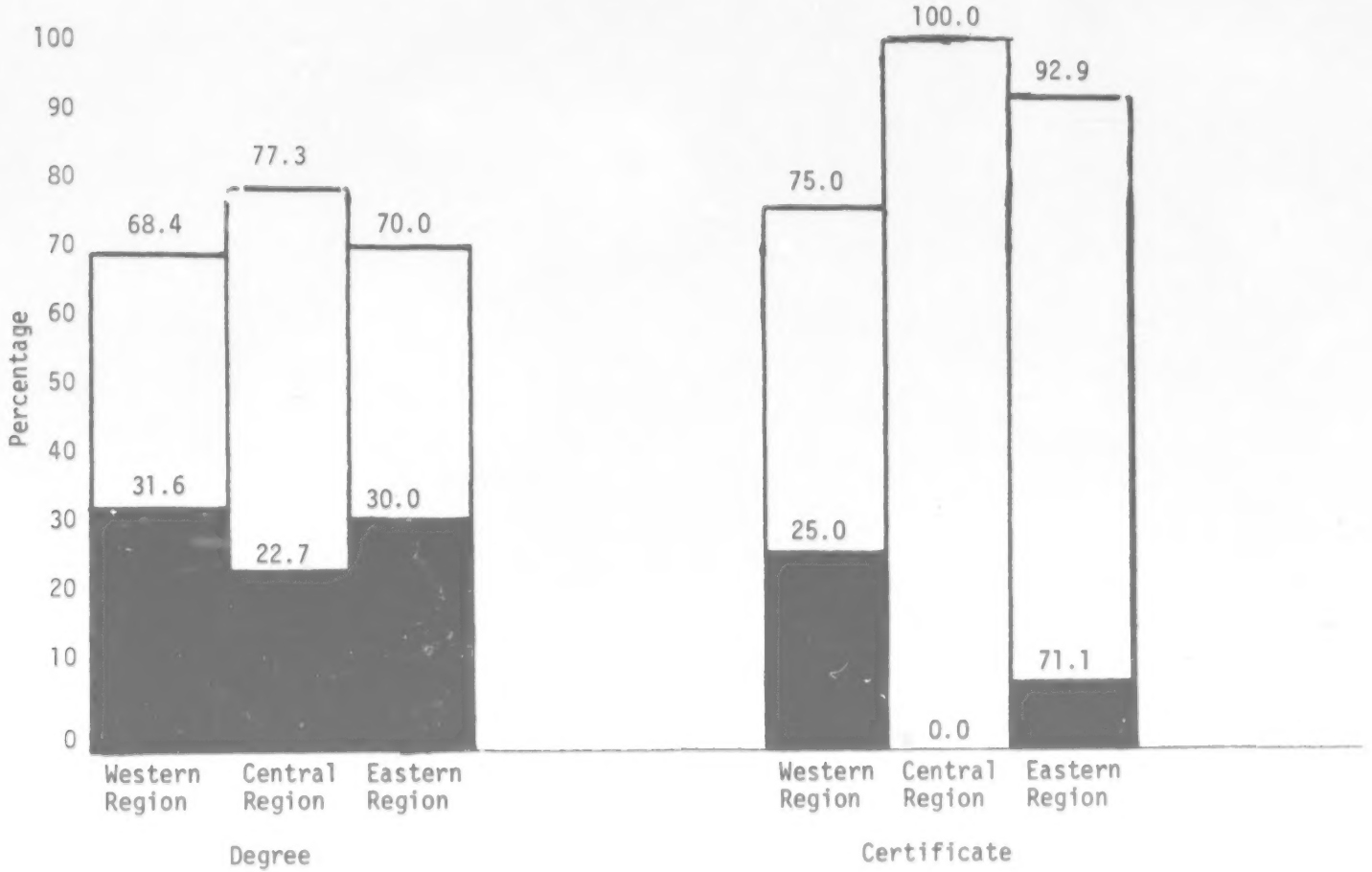

Figure 18. Percentage of Teachers who are Coordinators, Supervisors, Administrators Full-time and Adult Vocational Teachers Part-time, who are Working on a Degree or Certificate

Competency Levels

A portion of the research instrument was designed to determine the inservice needs of adult vocational teachers in Pennsylvania. To insure the development of a reliable instrument a review of previous research studies as well as contemporary trends and issues in adult vocational education were examined. Based on this search 34 competency areas were developed dealing with program planning, development and evaluation; curriculum development; guidance; classroom management and providing special instruction to special groups.

Adult vocational teachers were asked to select a desired proficiency level for adult vocational teachers in each competency area. They were then asked to mark their present proficiency level in each competency area. The responses if individuals were grouped according to regions. Mean scores were determined for adult vocational teachers in the three regions for each competency area.

The acquired proficiency scores of adult vocational teachers were found to be somewhat less than the desired level in most competency areas; the exceptions being in competencies dealing with guidance and counseling.

Respondents from each of the three vocational regions indicated that adult vocational teachers should be most proficient in "maintaining occupational safety and health standards in the lab or shop." The mean acquired proficiency score in that competency area showed that adult vocational teachers also felt most competent in "maintaining occupational safety and health standards in the lab or shop." Adult vocational teachers in Pennsylvania expected themselves to be quite proficient in that area.

The lowest mean desired proficiency score of adult vocational teachers in the Western and Eastern regions of Pennsylvania was in the competency: "using counseling techniques to help students solve personal problems." The lowest mean acquired proficiency scores of those same teachers was in "providing special instruction or assistance to disadvantaged or handicapped students."

Adult vocational teachers in the Central region indicated little need for adult vocational teachers to be proficient in "guiding students in the use of community agencies and services." The mean acquired proficiency scores of adult vocational teachers in the Central region, however, showed them to be least proficient in "providing special instruction or assistance to second language students."

A comparison of the mean desired and mean acquired proficiency scores of adult vocational teachers in various employment categories is found in Appendix B. In most competency areas the mean desired as well as the mean acquired proficiency scores of full-time adult vocational teachers were higher than the mean desired for mean acquired proficiency scores of all adult vocational teachers combined. Individuals who were working outside the field of education full-time and teaching adult vocational classes part-time most frequently had lower mean desired and mean acquired proficiency scores than the total group of adult vocational teachers.

Summary

Lack of certification requirements and incomplete recording systems limited the body of knowledge available pertaining to the characteristics of adult vocational teachers in Pennsylvania. The initial

concern, therefore of this study was to determine the background and experiences of adult vocational teachers throughout the state. Most adult vocational teachers in Pennsylvania were between the ages of 25 and 30; teaching secondary full-time and adult vocational part-time; had 2-3 years full-time teaching experience in adult vocational education; had 4-5 years part-time teaching experience in adult vocational education; had 3-5 years of nonteaching work experience in their adult vocational teaching area; held no valid teaching certificate; had participated in no special training program; and were not pursuing any type of degree or certificate.

Table 46 provides a comparison of the characteristics most frequently attributed to adult vocational teachers in Pennsylvania with various employment status. Full-time teachers showed most training and experience in working with adults. Part-time adult/full-time secondary teachers were the youngest group of adult vocational teachers; held the highest percentage of valid teaching certificates; and were involved most in the pursuit of another degree or certificate.

Part-time adult vocational teachers who were working outside the field of education full-time were the oldest group of adult vocational teachers. Although those individuals had the least amount of formal education, they had participated in the largest number of special training programs. Part-time adult vocational teachers/working outside the field of education full-time had the largest number of years of non-teaching work experience in their adult vocational teaching area. That group of adult vocational teachers had participated least in training dealing with teaching adults. Part-time adult vocational teachers who

Table 46

A Comparison of Characteristics of Adult Vocational Teachers in Various Employment Categories

Characteristic	Full-time Adult Vocational	Part-time Adult Vocational/ Full-time Secondary	Part-time Adult Vocational/ Working Outside the Field of Education Full-time	Part-time Adult Vocational/ Full-time Coordinators Supervisors or Administrators	Part-time Adult Vocational Only
Age	31-40	25-30	46-50	36-40	31-35
Teaching Area	Health Occupations	Distributive Education	Trade & Industry	"Other"	Useful Home Economics
Years of Full-time Teaching Experience	6-10	6-10	0-1	0-1	2-3
Years of Part-time Teaching Experience	0-1	6-10	2-3	6-10	2-3
Years of Non-teaching Work Experience	6-10	0-2	Over 20	0-2	0-2
Percentage of Valid Teaching Certificate	63.1%	96.5%	22.8%	61.7%	50.6%
Area of Certification	Trade & Industry, Agriculture	Trade & Industry	Trade & Industry, Business	Most All Areas	Business
Highest Educational Level	Bachelors Degree	Bachelors Degree	High School Diploma or G.E.D.	Bachelors Degree	Bachelors Degree

Table 46--Continued

Characteristic	Full-time Adult Vocational	Part-time Adult Vocational/ Full-time Secondary	Part-time Adult Vocational/ Working Outside the Field of Education Full-time	Part-time Adult Vocational/ Full-time Coordinators Supervisors or Administrators	Part-time Adult Vocational Only
Special Training Programs Participated In	None	None	Two Programs	None	None
Special Training in Teaching Adults	Most	Some	Least	Some	Some
Presently Involved in the Pursuit of a Degree or Certificate	Some	Most	Least	Some	Some

were working outside the field of education full-time held the fewest number of valid teaching certificates, and were least involved in the pursuit of a degree or certificate.

Part-time adult vocational teachers who were coordinators, supervisors or administrators full-time had characteristics similar to individuals teaching adult vocational classes part-time only. Both groups had similar educational training and were involved somewhat in the pursuit of a degree or certificate. The two groups differed largely, however, in the years of part-time teaching experience they had acquired.

In most every competency area, adult vocational teachers rated their acquired proficiency level lower than the level desired for adult vocational teachers in general. A comparison of the mean desired and mean acquired proficiency scores of adult vocational teachers in general with those in particular employment categories, yielded four general findings:

1. the mean desired proficiency scores of full-time adult vocational teachers were most frequently higher than the mean desired proficiency scores for all adult vocational teachers;
2. the mean acquired proficiency scores of full-time adult vocational teachers were most frequently higher than the mean acquired proficiency scores for all adult vocational teachers;

3. the mean desired proficiency scores of part-time adult vocational teachers/working outside the field of education full-time, were most frequently lower than the mean desired proficiency scores of all adult vocational teachers; and
4. the mean acquired proficiency scores of part-time adult vocational teachers/working outside the field of education full-time, were most frequently lower than the mean desired proficiency scores of all adult vocational teachers.

Appendix A

Table A.1

Table A.1

Age of Adult Vocational Teachers in the Western, Central and Eastern Regions of Pennsylvania Grouped by Teaching Area

Agriculture Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	1	4.5	2	4.7	2	13.3
25-30 yrs.	3	13.6	14	32.6	3	20.0
31-35 yrs.	4	18.2	9	20.9	1	6.7
36-40 yrs.	3	13.6	7	16.3	0	0.0
41-45 yrs.	3	13.6	3	7.0	3	20.0
46-50 yrs.	3	13.6	3	7.0	3	20.0
51-55 yrs.	3	13.6	3	7.0	1	6.7
46-60 yrs.	1	4.5	0	0.0	2	13.3
Over 60 yrs.	1	4.5	2	4.7	0	0.0
Total	22	100	43	100	15	100

Distributive Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	0	0.0	0	0.0	2	66.7
25-30 yrs.	1	50.0	1	100	0	0.0
31-35 yrs.	1	50.0	0	0.0	1	33.3
36-40 yrs.	0	0.0	0	0.0	0	0.0
41-45 yrs.	0	0.0	0	0.0	0	0.0
46-50 yrs.	0	0.0	0	0.0	0	0.0
51-55 yrs.	0	0.0	0	0.0	0	0.0
56-60 yrs.	0	0.0	0	0.0	0	0.0
Over 60 yrs.	0	0.0	0	0.0	0	0.0
Total	2	100	1	100	3	100

Table A.1--Continued

Health Occupations Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	0	0.0	0	0.0	1	2.2
25-30 yrs.	3	10.3	6	28.6	7	15.6
31-35 yrs.	11	37.9	2	9.5	7	15.6
36-40 yrs.	4	13.8	6	28.6	4	8.9
41-45 yrs.	3	10.3	3	14.3	5	11.1
46-50 yrs.	4	13.8	1	4.8	5	11.1
51-55 yrs.	2	6.9	1	4.8	11	24.4
56-60 yrs.	1	3.4	1	4.8	3	6.7
Over 60 yrs.	1	3.4	1	4.8	2	4.4
Total	29	100	21	100	45	100

Useful Home Economics Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	2	5.0	3	8.3	1	4.3
25-30 yrs.	12	30.0	7	19.4	6	26.1
31-35 yrs.	3	7.5	2	5.6	1	4.3
36-40 yrs.	6	15.0	8	22.2	2	8.7
41-45 yrs.	6	15.0	3	8.3	4	17.4
46-50 yrs.	2	5.0	4	11.1	5	21.7
51-55 yrs.	3	7.5	8	22.2	2	8.7
56-60 yrs.	4	10.0	0	0.0	0	0.0
Over 60 yrs.	2	5.0	1	2.8	2	8.7
Total	40	100	36	100	23	100

Gainful Home Economics Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	1	10.0	2	33.3	0	0.0
25-30 yrs.	2	20.0	0	0.0	1	12.5
31-35 yrs.	1	10.0	1	16.7	0	0.0
36-40 yrs.	0	0.0	0	0.0	0	0.0

Table A.1--Continued

Gainful Home Economics Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
41-45 yrs.	1	10.0	1	16.7	0	0.0
46-50 yrs.	2	20.0	0	0.0	3	37.5
51-55 yrs.	2	20.0	1	16.7	3	37.5
56-60 yrs.	0	0.0	0	0.0	1	12.5
Over 60 yrs.	1	10.0	1	16.7	0	0.0
Total	10	100	6	100	8	100

Both Useful and Gainful Home Economics Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	0	0.0	1	14.3	0	0.0
26-30 yrs.	0	0.0	1	14.3	2	33.3
31-35 yrs.	1	14.3	1	14.3	0	0.0
36-40 yrs.	0	0.0	2	28.6	2	33.3
41-45 yrs.	2	28.6	0	0.0	1	16.7
46-50 yrs.	0	0.0	1	14.3	0	0.0
51-55 yrs.	2	28.6	1	14.3	1	16.7
56-60 yrs.	2	28.6	0	0.0	0	0.0
Over 60 yrs.	0	0.0	0	0.0	0	0.0
Total	7	100	7	100	6	100

Business Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	3	3.8	3	3.7	4	5.3
25-30 yrs.	28	35.4	22	26.8	20	26.3
31-35 yrs.	12	15.2	11	13.4	14	18.4
36-40 yrs.	8	10.1	9	11.0	10	13.2
41-45 yrs.	4	5.1	17	20.7	10	13.2
46-50 yrs.	3	3.8	10	12.2	7	9.2
51-55 yrs.	10	12.7	5	6.1	5	6.6
56-60 yrs.	7	8.9	5	6.1	2	2.6

Table A.1--Continued

Business Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Over 60 yrs.	4	5.1	0	0.0	4	5.3
Total	79	100	82	100	76	100

Technical Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	0	0.0	3	8.1	1	2.0
26-30 yrs.	5	10.2	10	27.0	6	12.2
31-35 yrs.	9	18.4	7	18.9	6	12.2
36-40 yrs.	7	14.3	2	5.4	3	6.1
41-45 yrs.	8	16.3	8	21.6	7	14.3
46-50 yrs.	9	18.4	6	16.2	7	14.3
51-55 yrs.	6	12.2	0	0.0	13	26.5
56-60 yrs.	3	6.1	1	2.7	4	8.2
Over 60 yrs.	2	4.1	0	0.0	2	4.1
Total	49	100	37	100	49	100

Trade and Industry Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	4	2.3	4	2.9	5	2.4
26-30 yrs.	17	9.9	18	13.2	30	14.2
31-35 yrs.	21	12.2	26	19.1	23	10.8
36-40 yrs.	17	9.9	18	13.2	30	14.2
41-45 yrs.	31	18.0	19	14.0	26	12.3
46-50 yrs.	23	13.4	21	15.4	45	21.2
51-55 yrs.	33	19.2	16	11.8	28	13.2
56-60 yrs.	12	7.0	8	5.9	17	8.0
Over 60 yrs.	14	8.1	6	4.4	8	3.8
Total	172	100	136	100	212	100

Table A.1--Continued

Any Two Teaching Areas Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	0	0.0	0	0.0	0	0.0
26-30 yrs.	1	11.1	1	14.3	1	11.1
31-35 yrs.	0	0.0	1	14.3	0	0.0
36-40 yrs.	2	22.2	2	28.6	3	33.3
41-45 yrs.	0	0.0	3	42.9	3	33.3
46-50 yrs.	2	22.2	0	0.0	1	11.1
51-55 yrs.	2	22.2	0	0.0	1	11.1
56-60 yrs.	1	4.5	0	0.0	0	0.0
Over 60 yrs.	1	4.5	0	0.0	0	0.0
Total	22	100	7	100	9	100

Other Areas Age	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Under 25 yrs.	0	0.0	1	3.3	1	4.2
26-30 yrs.	8	18.6	2	6.7	6	25.0
31-35 yrs.	7	16.3	2	6.7	2	8.3
36-40 yrs.	6	14.0	6	20.0	5	20.8
41-45 yrs.	4	9.3	5	16.7	3	12.5
46-50 yrs.	9	20.9	7	23.3	2	8.3
51-55 yrs.	5	11.6	3	10.0	1	4.2
56-60 yrs.	3	7.0	1	3.3	3	12.5
Over 60 yrs.	1	2.3	3	10.0	1	4.2
Total	43	100	30	100	24	100

Appendix B

Tables B.1 - B.11

Table B.1

Types of Certificates Held by
Adult Vocational Teachers in Agriculture Throughout the
Western, Central and Eastern Regions of Pennsylvania

Type of Certificate	Number	% of Total	Number	% of Total	Number	% of Total
None	2	9.1	2	4.7	3	20.0
Voc. Intern	1	4.5	2	4.7	--	--
Voc. Inst. I	0	0.0	4	9.3	2	13.3
Voc. Inst. II	11	50.0	11	25.6	4	26.4
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	4	18.2	5	11.6	2	13.3
Instructional II	1	4.5	14	32.6	3	20.0
Ed. Specialist I	--	--	--	--	--	--
Ed. Specialist II	--	--	--	--	--	--
Supervisory I	--	--	1	2.3	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	1	4.5	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	--	--	--	--	--	--
Voc. and Supervisory	--	--	1	2.3	--	--
Voc. and Coord.	1	4.5	1	2.3	--	--
Voc., Coord., Supervisory	--	--	--	--	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	1	4.5	--	--	--	--
Inst. and Supervisory	--	--	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	2	4.7	--	--
Ed. Specialist and Supervisory	--	--	--	--	--	--
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response	0	0.0	1	2.3	0	0.0
Total	22	100	44	100	15	100

Table B.2

Types of Certificates Held by Adult Vocational Teachers in Distributive Education Throughout the Western, Central and Eastern Regions of Pennsylvania

Type of Certificate	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
None	--	--	--	--	--	--
Voc. Intern	--	--	--	--	--	--
Voc. Inst. I	--	--	--	--	1	33.3
Voc. Inst. II	--	--	--	--	--	--
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	1	50.0	--	--	2	66.7
Instructional II	--	--	1	100	--	--
Ed. Specialist I	--	--	--	--	--	--
Ed. Specialist II	--	--	--	--	--	--
Supervisory I	1	50.0	--	--	--	--
Supervisory II*	--	--	--	--	--	--
Administrative I	--	--	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	--	--	--	--	--	--
Voc. and Supervisory	--	--	--	--	--	--
Voc. and Coord.	--	--	--	--	--	--
Voc., Coord., Supervisory	--	--	--	--	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	--	--	--	--	--	--
Inst. and Supervisory	--	--	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	--	--
Ed. Specialist and Supervisory	--	--	--	--	--	--
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response	0	0.0	0	0.0	0	0.0
Total	2	100	1	100	3	100

Table B.3

Types of Certificates Held by Adult Vocational Teachers in Health Occupations Education Throughout the Western, Central and Eastern Regions of Pennsylvania

Type of Certificate	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
None	17	58.8	18	85.7	20	44.4
Voc. Intern	1	3.4	--	--	1	2.2
Voc. Inst. I	1	3.4	--	--	6	13.3
Voc. Inst. II	1	3.4	1	4.8	10	22.2
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	1	3.4	--	--	--	--
Instructional II	2	6.9	--	--	--	--
Ed. Specialist I	2	6.9	--	--	1	2.2
Ed. Specialist II	--	--	--	--	1	2.2
Supervisory I	--	--	--	--	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	--	--	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	--	--	--	--	--	--
Voc. and Supervisory	--	--	--	--	--	--
Voc. and Coord.	--	--	--	--	--	--
Voc., Coord., Supervisory	--	--	--	--	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	--	--	--	--	--	--
Inst. and Supervisory	--	--	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	1	2.2
Ed. Specialist and Supervisory	--	--	--	--	--	--
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response	4	13.8	2	9.5	5	11.1
Total	29	100	21	100	45	100

Table B.4

Types of Certificates Held by Adult Vocational Teachers in Useful Home Economics Throughout the Western, Central and Eastern Regions of Pennsylvania

Type of Certificate	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
None	8	20.0	14	38.9	8	33.3
Voc. Intern	1	2.5	--	--	--	--
Voc. Inst. I	8	20.0	2	5.6	2	8.3
Voc. Inst. II	10	25.0	9	--	3	12.5
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	5	12.5	4	11.1	3	12.5
Instructional II	4	10.0	4	11.1	3	12.5
Ed. Specialist I	--	--	--	--	--	--
Ed. Specialist II	--	--	1	2.8	--	--
Supervisory I	--	--	--	--	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	--	--	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	1	2.5	--	--	--	--
Voc. and Supervisory	--	--	--	--	--	--
Voc. and Coord.	--	--	--	--	--	--
Voc., Coord., Supervisory	--	--	--	--	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	1	2.5	--	--	2	8.3
Inst. and Supervisory	--	--	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	--	--
Ed. Specialist and Supervisory	--	--	1	2.8	--	--
Ed. Specialist, Supv., Adm.	--	--	--	--	1	4.2
No Response	2	5.0	1	2.8	2	8.3
Total	40	100	36	100	24	100

Table B.5

Types of Certificates Held by Adult Vocational Teachers in Gainful Home Economics Throughout the Western, Central and Eastern Regions of Pennsylvania

Type of Certificate	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
None	1	10.0	--	--	2	25.0
Voc. Intern	2	20.0	--	--	--	--
Voc. Inst. I	1	10.0	--	--	3	37.5
Voc. Inst. II	3	30.0	3	50.0	1	12.5
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	2	20.0	2	33.3	--	--
Instructional II	--	--	1	16.7	1	12.5
Ed. Specialist I	--	--	--	--	--	--
Ed. Specialist II	--	--	--	--	--	--
Supervisory I	--	--	--	--	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	--	--	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	--	--	--	--	--	--
Voc. and Supervisory	--	--	--	--	--	--
Voc. and Coord.	--	--	--	--	--	--
Voc., Coord. Supervisory	--	--	--	--	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	--	--	--	--	--	--
Inst. and Supervisory	--	--	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	--	--
Ed. Specialist and Supervisory	--	--	--	--	--	--
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response	1	10.0	0	0.0	1	12.5
Total	10	100	6	100	8	100

Table B.6

Types of Certificates Held by Adult Vocational Teachers in Both Useful and Gainful Home Economics Throughout the Western, Central and Eastern Regions of Pennsylvania

Type of Certificate	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
None	3	42.8	3	42.8	1	16.7
Voc. Intern	--	--	--	--	1	16.7
Voc. Inst. I	1	14.3	1	14.3	1	16.7
Voc. Inst. II	--	--	1	14.3	--	--
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	2	28.2	1	16.7
Instructional I	1	14.3	--	--	1	16.7
Instructional II	--	--	--	--	--	--
Ed. Specialist I	--	--	--	--	--	--
Ed. Specialist II	--	--	--	--	--	--
Supervisory I	--	--	--	--	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	--	--	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	--	--	--	--	--	--
Voc. and Supervisory	1	14.3	--	--	--	--
Voc. and Coord.	--	--	--	--	--	--
Voc., Coord., Supervisory	--	--	--	--	--	--
Voc. Inst., Adm,	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	--	--	--	--	--	--
Inst. and Supervisory	--	--	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	--	--
Ed. Specialist and Supervisory	--	--	--	--	--	--
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response	1	14.3	0	0.0	1	16.7
Total	7	100	7	100	6	100

Table B.7

Types of Certificates Held by Adult Vocational Teachers in Business Education Throughout the Western, Central and Eastern Regions of Pennsylvania

Type of Certificate	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
None	13	16.3	12	14.5	10	13.0
Voc. Intern	--	--	--	--	1	1.3
Voc. Inst. I	--	--	7	8.4	1	1.3
Voc. Inst. II	15	18.8	18	21.7	16	20.8
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	14	17.5	11	13.3	15	19.5
Instructional II	23	28.8	26	31.3	17	22.1
Ed. Specialist I	--	--	1	1.2	--	--
Ed. Specialist II	2	2.5	--	--	--	--
Supervisory I	--	--	1	1.2	1	1.3
Supervisory II	--	--	--	--	--	--
Administrative I	1	1.3	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	1	1.3	1	1.2	--	--
Voc. and Supervisory	1	1.3	--	--	2	2.6
Voc. and Coord.	--	--	--	--	--	--
Voc., Coord., Supervisory	--	--	--	--	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord. Supervisory	--	--	--	--	1	1.3
Inst. and Adm.	--	--	--	--	1	1.3
Ed. Specialist and Supervisory	--	--	--	--	1	1.3
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response	7	8.8	6	7.2	11	14.3
Total	80	100	83	100	77	100

Table B.8

Types of Certificates Held by Adult Vocational Teachers in Technical Education Throughout the Western, Central and Eastern Regions of Pennsylvania

Type of Certificates	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
None	19	38.8	20	54.1	24	49.0
Voc. Intern	--	--	1	2.7	3	6.1
Voc. Inst. I	13	26.5	3	8.1	7	14.3
Voc. Inst. II	11	22.4	6	16.2	8	16.3
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	--	--	1	2.7	--	--
Instructional II	3	6.1	5	13.5	2	4.1
Ed. Specialist I	--	--	--	--	--	--
Ed. Specialist II	--	--	--	--	--	--
Supervisory I	--	--	--	--	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	--	--	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	--	--	--	--	--	--
Voc. and Supervisory	--	--	--	--	--	--
Voc. and Coord.	--	--	1	2.7	2	4.1
Voc., Coord., Supervisory	--	--	--	--	--	--
Voc. Inst., Adm.	1	2.0	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	--	--	--	--	--	--
Inst. and Supervisory	--	--	--	--	1	2.0
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	--	--
Ed. Specialist and Supervisory	--	--	--	--	--	--
Ed. Specialist Supv., Adm.	--	--	--	--	--	--
No Response	2	4.1	0	0.0	1	2.0
Total	49	100	37	100	49	100

Table B.9

Types of Certificates Held by Adult Vocational Teachers in Trade and Industry Throughout the Western, Central and Eastern Regions of Pennsylvania

Type of Certificate	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
None	40	23.1	46	33.8	--	--
Voc. Intern	10	5.8	6	4.4	--	--
Voc. Inst. I	37	21.4	18	13.2	--	--
Voc. Inst. II	42	24.3	35	25.7	--	--
Coord. of Voc. I	--	--	3	2.2	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	7	4.0	4	2.9	--	--
Instructional II	6	3.4	9	6.6	--	--
Ed. Specialist I	--	--	--	--	--	--
Ed. Specialist II	--	--	--	--	--	--
Supervisory I	1	0.6	2	1.5	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	--	--	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	1	0.6	--	--	--	--
Voc. and Supervisory	--	--	--	--	--	--
Voc. and Coord.	11	6.4	4	2.9	--	--
Voc., Coord., Supervisory	1	0.6	2	1.5	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	2	1.2	1	0.7	--	--
Inst. and Ed. Specialist	--	--	--	--	--	--
Inst. and Supervisory	1	0.6	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	--	--
Ed. Specialist and Supervisory	--	--	--	--	--	--
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response	14	8.1	5	3.7	--	--
Total	173	100	136	100	--	--

Table B.10

Types of Certificates Held by Adult Vocational Teachers in any Two Areas Throughout the Western, Central and Eastern Regions of Pennsylvania

Type of Certificate	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
None	3	33.3	2	28.6	--	--
Voc. Intern	--	--	--	--	--	--
Voc. Inst. I	1	11.1	1	14.3	--	--
Voc. Inst. II	3	33.3	3	42.9	--	--
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	--	--	--	--	--	--
Instructional II	2	22.2	1	14.3	--	--
Ed. Specialist I	--	--	--	--	--	--
Ed. Specialist II	--	--	--	--	--	--
Supervisory I	--	--	--	--	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	--	--	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	--	--	--	--	--	--
Voc. and Supervisory	--	--	--	--	--	--
Voc. and Coord.	--	--	--	--	--	--
Voc., Coord., Supervisory	--	--	--	--	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	--	--	--	--	--	--
Inst. and Supervisory	--	--	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	--	--
Ed. Specialist and Supervisory	--	--	--	--	--	--
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response	0	0.0	0	0.0	--	--
Total	9	100	7	100	--	--

Table B.11

Types of Certificates Held by Adult Vocational Teachers in Other Areas Throughout the Western, Central and Eastern Regions of Pennsylvania

Type of Certificate	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
None	12	27.3	14	46.7	9	37.5
Voc. Intern	2	4.5	--	--	--	--
Voc. Inst. I	1	2.3	--	--	3	12.5
Voc. Inst. II	1	2.3	3	10.0	2	8.3
Coord. of Voc. I	--	--	--	--	--	--
Coord. of Voc. II	--	--	--	--	--	--
Instructional I	2	4.5	2	6.7	4	16.7
Instructional II	10	22.7	4	13.3	1	4.2
Ed. Specialist I	2	4.5	--	--	--	--
Ed. Specialist II	--	--	--	--	1	4.2
Supervisory I	--	--	2	6.7	--	--
Supervisory II	--	--	--	--	--	--
Administrative I	1	2.3	--	--	--	--
Administrative II	--	--	--	--	--	--
Voc. and Ed. Specialist	--	--	--	--	--	--
Voc. and Supervisory	--	--	--	--	--	--
Voc. and Coord.	--	--	--	--	--	--
Voc., Coord., Supervisory	--	--	--	--	--	--
Voc. Inst., Adm.	--	--	--	--	--	--
Inst. and Coord.	--	--	--	--	--	--
Inst. and Ed. Specialist	1	2.3	--	--	--	--
Inst. and Supervisory	1	2.3	--	--	--	--
Inst., Coord. Supervisory	--	--	--	--	--	--
Inst. and Adm.	--	--	--	--	1	4.2
Ed. Specialist and Supervisory	--	--	1	3.3	1	4.2
Ed. Specialist, Supv., Adm.	--	--	--	--	--	--
No Response	11	25.0	4	13.3	2	8.3
Total	44	100	30	100	24	100

Appendix C

Tables C.1 - C.11

Table C.1

Educational Level of
Adult Vocational Agriculture Teachers in Pennsylvania

Educational Level	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Grade School	0	0.0	0	0.0	0	0.0
High School Less Than Four Yrs.	0	0.0	0	0.0	0	0.0
High School Graduation or GED	0	0.0	0	0.0	1	6.7
One Year College	0	0.0	0	0.0	0	0.0
Two Years College No Degree	0	0.0	0	0.0	1	6.7
Two Years College Associate Degree	0	0.0	0	0.0	0	0.0
Three Years College	0	0.0	1	2.3	0	0.0
Masters Equivalency	1	4.5	11	25.0	0	0.0
Bachelors Degree	5	22.7	15	34.1	7	46.7
Masters Degree	14	63.6	15	34.1	5	33.3
Education Specialist or Sixth Yr.	1	4.5	1	2.3	0	0.0
Doctorate	1	4.5	1	2.3	1	6.7
Total	22	100	44	100	15	100

Table C.2

Educational Level of
Adult Vocational Distributive Education Teachers in Pennsylvania

Educational Level	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Grade School	0	0.0	0	0.0	0	0.0
High School Less Than Four Yrs.	0	0.0	0	0.0	0	0.0
High School Graduation or GED	0	0.0	0	0.0	0	0.0
One Year College	0	0.0	0	0.0	0	0.0
Two Years College No Degree	0	0.0	0	0.0	0	0.0
Two Years College Associate Degree	0	0.0	0	0.0	0	0.0
Three Years College	0	0.0	0	0.0	0	0.0
Masters Equivalency	0	0.0	0	0.0	0	0.0
Bachelors Degree	1	50.0	1	100	3	100
Masters Degree	1	50.0	0	0.0	0	0.0
Education Specialist or Sixth Yr.	0	0.0	0	0.0	0	0.0
Doctorate	0	0.0	0	0.0	0	0.0
Total	2	100	1	100	3	100

Table C.3

Educational Level of Adult Vocational Health Occupations Education Teachers in Pennsylvania

Educational Level	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Grade School	0	0.0	0	0.0	0	0.0
High School Less Than Four Yrs.	0	0.0	0	0.0	0	0.0
High School Graduation or GED	3	10.3	1	4.8	4	9.1
One Year College	1	3.4	0	0.0	3	6.8
Two Years College No Degree	0	0.0	4	19.0	4	9.1
Two Years College Associate Degree	0	0.0	1	4.8	0	0.0
Three Years College	5	17.2	1	4.8	5	11.4
Masters Equivalency	0	0.0	0	0.0	4	9.1
Bachelors Degree	15	51.7	13	61.9	19	43.2
Masters Degree	4	13.8	1	4.8	4	9.1
Education Specialist or Sixth Yr.	0	0.0	0	0.0	0	0.0
Doctorate	0	0.0	0	0.0	1	2.3
Total	28	100	21	100	44	100

Table C.4

Education Level of Adult Vocational Useful Home Economics Teachers in Pennsylvania

Education Level	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Grade School	1	2.5	1	2.8	0	0.0
High School Less Than Four Yrs.	0	0.0	0	0.0	0	0.0
High School Graduation or GED	8	20.0	4	11.1	6	25.0
One Year College	0	0.0	0	0.0	1	4.2
Two Years College No Degree	1	2.5	2	5.6	3	12.5
Two Years College Associate Degree	1	2.5	0	0.0	0	0.0
Three Years College	1	2.5	0	0.0	0	0.0
Masters Equivalency	2	5.0	3	8.3	2	8.3
Bachelors Degree	20	50.0	20	55.6	8	33.3
Masters Degree	5	12.5	5	13.9	4	16.7
Education Specialist or Sixth Yr.	1	2.5	0	0.0	0	0.0
Doctorate	0	0.0	1	2.8	0	0.0
Total	0	0.0	1	2.8	0	0.0

Table C.5

Education Level of Adult Vocational Gainful Home Economics Teachers in Pennsylvania

Education Level	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Grade School	0	0.0	0	0.0	0	0.0
High School Less Than Four Yrs.	0	0.0	0	0.0	0	0.0
High School Graduation or GED	3	30.0	0	0.0	2	25.0
One Year College	1	10.0	0	0.0	1	12.5
Two Years College No Degree	0	0.0	0	0.0	2	25.0
Two Years College Associate Degree	0	0.0	1	16.7	0	0.0
Three Years College	0	0.0	0	0.0	0	0.0
Masters Equivalency	1	10.0	1	16.7	3	37.5
Bachelors Degree	4	40.0	4	66.7	0	0.0
Masters Degree	1	10	0	0.0	0	0.0
Education Specialist or Sixth Yr.	0	0.0	0	0.0	0	0.0
Doctorate	0	0.0	0	0.0	0	0.0
Total	10	100	6	100	8	100

Table C.6

Education Level of Adult Vocational Home Economics (Both Useful and Gainful) Teachers in Pennsylvania

Educational Level	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Grade School	0	0.0	0	0.0	0	0.0
High School Less Than Four Yrs.	0	0.0	0	0.0	0	0.0
High School Graduation or GED	4	57.1	1	16.7	2	33.3
One Year College	0	0.0	0	0.0	0	0.0
Two Years College No Degree	0	0.0	0	0.0	0	0.0
Two Years College Associate Degree	0	0.0	1	16.7	1	16.7
Three Years College	0	0.0	0	0.0	1	16.7
Masters Equivalency	1	14.3	0	0.0	1	16.7
Bachelors Degree	2	28.6	4	66.7	1	16.7
Masters Degree	0	0.0	0	0.0	0	0.0
Education Specialist or Sixth Yr.	0	0.0	0	0.0	0	0.0
Doctorate	0	0.0	0	0.0	0	0.0
Total	7	100	6	100	6	100

Table C.7

Education Level of Adult Vocational
Business Education Teachers in Pennsylvania

Education Level	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Grade School	0	0.0	0	0.0	1	1.3
High School Less Than Four Yrs.	1	1.3	0	0.0	0	0.0
High School Graduation or GED	1	1.3	4	4.9	3	4.0
One Year College	2	2.5	1	1.2	0	0.0
Two Years College No Degree	2	2.5	2	2.4	2	2.7
Two Years College Associate Degree	0	0.0	0	0.0	0	0.0
Three Years College	2	2.5	1	1.2	1	1.3
Masters Equivalency	3	3.8	0	0.0	6	8.0
Bachelors Degree	31	38.8	39	47.6	29	38.7
Masters Degree	38	47.5	33	40.2	27	36.0
Education Specialist or Sixth Yr.	0	0.0	1	1.2	5	6.7
Doctorate	0	0.0	1	1.2	1	1.3
Total	80	100	82	100	75	100

Table C.8

Education Level of Adult Vocational Technical Education Teachers in Pennsylvania

Education Level	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Grade School	0	0.0	0	0.0	0	0.0
High School Less Than Four Yrs.	0	0.0	0	0.0	1	2.0
High School Graduation or GED	4	8.2	10	27.0	9	18.4
One Year College	2	4.1	6	16.2	4	8.2
Two Years College No Degree	6	12.2	4	10.8	6	12.2
Two Years College Associate Degree	5	10.2	1	2.7	3	6.1
Three Years College	4	8.2	5	13.5	6	12.2
Masters Equivalency	10	20.4	2	5.4	3	6.1
Bachelors Degree	11	22.4	6	16.2	11	22.4
Masters Degree	5	10.2	3	8.1	5	10.2
Education Specialist or Sixth Yr.	2	4.1	0	0.0	0	0.0
Doctorate	0	0.0	0	0.0	0	0.0
Total	49	100	37	100	49	100

Table C.9

Education Level of Adult Vocational Trade and Industry Teachers in Pennsylvania

Education Level	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Grade School	0	0.0	2	1.5	0	0.0
High School Less Than Four Yrs.	3	1.8	5	3.7	5	2.4
High School Graduation or GED	33	19.2	38	28.1	54	25.7
One Year College	8	4.7	6	4.4	21	10
Two Years College No Degree	34	19.9	27	20.0	30	14.3
Two Years College Associate Degree	4	2.3	9	6.7	14	6.7
Three Years College	15	8.8	7	5.2	21	10.0
Masters Equivalency	35	20.5	13	9.6	17	8.1
Bachelors Degree	27	15.8	12	8.9	37	17.6
Masters Degree	10	5.8	16	11.9	9	4.3
Education Specialist or Sixth Yr.	1	0.6	0	0.0	1	0.5
Doctorate	1	0.6	0	0.0	1	0.5
Total	171	100	135	100	210	100

Table C.10

Education Level of Adult Vocational Teachers who Were Teaching Any Two Vocational Areas in Pennsylvania

Education Level	Western Region Number	% of Total	Central Region Number	% of Total	Eastern Region Number	% of Total
Grade School	0	0.0	0	0.0	0	0.0
High School Less Than Four Yrs.	1	11.1	0	0.0	0	0.0
High School Graduation or GED	1	11.1	1	14.3	1	11.1
One Year College	0	0.0	0	0.0	0	0.0
Two Years College No Degree	0	0.0	2	28.6	1	11.1
Two Years College Associate Degree	1	11.1	1	14.3	1	11.1
Three Years College	0	0.0	1	14.3	1	11.1
Masters Equivalency	0	0.0	1	14.3	1	11.1
Bachelors Degree	4	44.4	1	14.3	3	33.3
Masters Degree	2	22.2	0	0.0	1	11.1
Education Specialist or Sixth Yr.	0	0.0	0	0.0	1	11.1
Doctorate	0	0.0	0	0.0	0	0.0
Total	9	100	7	100	9	100

Table C.11

Education Level of Adult Vocational Teachers who are Teaching "Other" Areas in Pennsylvania

Education Level	Western Region Number	Western Region % of Total	Central Region Number	Central Region % of Total	Eastern Region Number	Eastern Region % of Total
Grade School	0	0.0	0	0.0	1	4.2
High School Less Than Four Yrs.	0	0.0	0	0.0	1	4.2
High School Graduation or GED	7	15.9	11	36.7	3	12.5
One Year College	1	2.3	1	3.3	1	4.2
Two Years College No Degree	2	4.5	4	13.3	2	8.3
Two Years College Associate Degree	0	0.0	0	0.0	1	4.2
Three Years College	1	2.3	1	3.3	0	0.0
Masters Equivalency	7	15.9	0	0.0	1	4.2
Bachelors Degree	7	15.9	9	30.0	8	33.3
Masters Degree	14	31.8	3	10.0	5	20.8
Education Specialist or Sixth Yr.	5	11.4	1	3.3	0	0.0
Doctorate	0	0.0	0	0.0	1	4.2
Total	44	100	30	100	24	100

Appendix D

Table D.1

Table D.1

Mean Desired and Mean Acquired Proficiency Scores in 34 Competency Areas of Adult Vocational Teachers, According to Employment Status

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full-time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Utilizing advisory committee to determine student and community needs							
$\bar{X}$ desired proficiency	1*	3.375	3.765	3.363	3.240	3.364	3.095
	2*	3.353	3.600	3.362	3.148	3.400	3.043
$\bar{X}$ acquired proficiency	3*	3.333	3.538	3.302	3.190	3.359	3.391
	1	2.893	3.273	2.921	2.698	2.623	3.095
	2	2.745	2.920	2.871	2.407	2.733	3.043
	3	2.987	2.831	3.178	2.692	2.921	3.609
Determining course outcomes							
$\bar{X}$ desired proficiency	1	3.914	4.111	3.911	3.781	4.000	3.800
	2	3.911	4.000	3.963	3.756	3.862	3.913
$\bar{X}$ acquired proficiency	3	3.881	4.016	3.873	3.743	3.841	4.043
	1	3.634	3.889	3.688	3.417	3.632	3.750
	2	3.505	3.360	3.649	3.309	3.517	3.522
	3	3.648	3.677	3.784	3.346	3.619	3.974
Developing a course of study							
$\bar{X}$ desired proficiency	1	4.208	4.472	4.149	4.113	4.263	4.250
	2	4.134	4.160	4.131	4.000	4.186	4.182
$\bar{X}$ acquired proficiency	3	4.235	4.348	4.262	4.085	4.123	4.348
	1	3.976	4.139	4.104	3.629	3.948	4.100
	2	3.803	3.720	3.978	3.605	3.678	3.773
	3	4.020	4.143	4.187	3.708	3.875	4.130

Table D.1--Continued

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full-time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Revising courses in accordance with current occupational trends							
$\bar{X}$ desired proficiency	1	4.123	4.250	4.142	3.990	4.246	4.000
	2	4.143	4.280	4.152	4.012	4.103	4.217
	3	4.100	4.076	4.112	3.942	4.185	4.348
$\bar{X}$ acquired proficiency	1	3.670	4.000	3.739	3.469	3.473	3.810
	2	3.654	3.720	3.732	3.578	3.569	3.565
	3	3.806	3.788	3.883	3.642	3.815	4.217
Planning a unit of instruction from the course of study							
$\bar{X}$ desired proficiency	1	4.184	4.400	4.167	3.959	4.339	4.143
	2	4.130	4.160	4.137	4.024	4.169	4.087
	3	4.154	4.328	4.127	3.972	4.123	4.261
$\bar{X}$ acquired proficiency	1	3.974	4.114	4.108	3.611	3.929	4.238
	2	3.823	3.960	3.986	3.651	3.687	3.522
	3	3.959	4.104	4.127	3.519	3.875	4.130
Developing group and individual learning activities to facilitate instruction							
$\bar{X}$ desired proficiency	1	3.989	4.250	3.951	3.825	4.070	4.095
	2	3.967	4.000	4.022	3.732	4.068	3.783
	3	3.996	4.149	3.981	3.766	3.969	4.348
$\bar{X}$ acquired proficiency	1	3.750	3.972	3.818	3.485	3.745	3.952
	2	3.608	3.680	3.806	3.354	3.483	3.478
	3	3.788	3.910	3.953	3.280	3.708	4.174

Table D.1--Continued

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full-time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Mutual planning of individual programs with each student							
$\bar{X}$ desired proficiency	1	3.659	3.944	3.645	3.402	3.857	3.857
	2	3.673	4.000	3.763	3.349	3.737	3.545
	3	3.630	3.910	3.640	3.264	3.754	3.870
$\bar{X}$ acquired proficiency	1	3.367	3.667	3.431	3.093	3.250	3.286
	2	3.188	3.320	3.417	2.771	3.121	3.739
	3	3.398	3.567	3.526	2.914	3.492	3.739
Selecting instructional materials							
$\bar{X}$ desired proficiency	1	4.151	4.333	4.099	4.082	4.218	4.381
	2	4.115	4.280	4.138	3.988	4.172	4.043
	3	4.158	4.328	4.136	4.094	4.077	4.348
$\bar{X}$ acquired proficiency	1	3.866	4.083	3.975	3.589	3.673	4.286
	2	3.717	3.520	3.884	3.566	3.569	3.739
	3	3.937	4.075	4.076	3.654	3.769	4.174
Developing aduio-visual materials							
$\bar{X}$ desired proficiency	1	3.712	3.944	3.665	3.615	3.911	3.571
	2	3.684	3.840	3.674	3.512	3.898	3.739
	3	3.647	3.879	3.605	3.486	3.750	3.826
$\bar{X}$ acquired proficiency	1	3.314	3.714	3.458	2.897	3.089	3.381
	2	3.256	3.280	3.439	2.877	3.186	3.217
	3	3.357	3.364	3.579	2.963	3.281	3.727

Table D.1--Continued

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full-time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Writing a lesson plan							
$\bar{X}$ desired proficiency	1	3.936	4.176	3.926	3.804	4.018	4.095
	2	3.950	4.080	3.899	3.831	3.983	3.870
	3	3.950	4.197	3.887	3.829	3.844	4.435
$\bar{X}$ acquired proficiency	1	3.897	4.083	4.099	3.423	3.786	4.143
	2	3.738	3.720	3.993	3.361	3.644	3.435
	3	3.947	4.091	4.103	3.481	3.813	4.348
Implementing the learning activities in the classroom							
$\bar{X}$ desired proficiency	1	4.138	4.286	4.088	4.052	4.179	4.429
	2	4.155	4.200	4.122	4.085	4.224	4.000
	3	4.153	4.231	4.145	3.971	4.234	4.261
$\bar{X}$ acquired proficiency	1	3.952	4.056	4.054	3.705	3.778	4.429
	2	3.816	3.680	4.036	3.543	3.596	3.783
	3	3.978	4.108	4.131	3.587	3.938	4.130
Using audio-visual equipment							
$\bar{X}$ desired proficiency	1	3.776	3.944	3.793	3.594	3.696	4.048
	2	3.792	4.080	3.863	3.518	3.695	3.652
	3	3.759	3.910	3.780	3.505	3.785	4.348
$\bar{X}$ acquired proficiency	1	3.571	3.861	3.833	3.031	3.107	4.000
	2	3.496	3.400	3.848	3.036	3.169	3.391
	3	3.549	3.530	3.817	2.972	3.523	4.217

Table D.1--Continued

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full-time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Assisting students in reading instruction							
$\bar{X}$ desired proficiency	1	3.271	3.556	3.250	3.237	3.304	3.095
	2	3.310	3.480	3.317	2.988	3.345	3.391
	3	3.178	3.727	3.214	2.771	3.108	3.348
$\bar{X}$ acquired proficiency	1	2.937	3.222	3.044	2.649	2.727	3.000
	2	2.792	2.880	3.022	2.268	2.690	2.783
	3	2.863	3.288	2.934	2.387	2.738	3.391
Providing learning experiences for students with individual differences							
$\bar{X}$ desired proficiency	1	3.795	4.139	3.765	3.701	3.772	3.762
	2	3.833	4.040	3.820	3.627	3.780	3.783
	3	3.802	4.179	3.902	3.393	3.723	3.783
$\bar{X}$ acquired proficiency	1	3.498	3.889	3.569	3.206	3.411	3.810
	2	3.337	3.360	3.540	2.916	3.169	3.304
	3	3.506	3.667	3.656	3.113	3.508	3.609
Relating instruction to the culturally different student							
$\bar{X}$ desired proficiency	1	3.400	3.647	3.420	3.298	3.404	3.273
	2	3.519	3.600	3.375	3.566	3.533	3.667
	3	3.426	3.672	3.435	3.178	3.523	3.378
$\bar{X}$ acquired proficiency	1	3.002	3.324	3.045	2.904	2.768	3.136
	2	2.817	2.960	2.905	2.843	2.750	3.167
	3	3.089	3.226	3.140	2.811	3.138	3.250

Table D.1--Continued

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full-time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Providing practical shop or laboratory demonstrations							
$\bar{X}$ desired proficiency	1	4.273	4.429	4.257	4.223	4.276	4.273
	2	4.246	4.280	4.283	4.181	4.267	4.375
	3	4.259	4.262	4.256	4.159	4.308	4.583
$\bar{X}$ acquired proficiency	1	4.037	4.257	4.045	3.947	4.000	4.364
	2	3.881	3.600	4.029	3.795	3.967	3.792
	3	4.102	4.127	4.107	3.991	4.077	4.417
Providing successful educational experiences for each student							
$\bar{X}$ desired proficiency	1	4.053	4.265	4.055	3.924	4.034	4.136
	2	4.124	4.280	4.116	3.940	4.217	4.042
	3	4.052	4.138	4.131	3.769	4.031	4.167
$\bar{X}$ acquired proficiency	1	3.752	3.941	3.820	3.565	3.672	3.773
	2	3.651	3.680	3.861	3.434	3.517	3.625
	3	3.762	3.813	3.911	3.444	3.677	3.875
Utilizing outside resource persons and services							
$\bar{X}$ desired proficiency	1	3.574	3.943	3.542	3.521	3.561	3.545
	2	3.667	3.960	3.703	3.410	3.750	3.833
	3	3.548	3.500	3.609	3.364	3.569	3.833
$\bar{X}$ acquired proficiency	1	3.238	3.629	3.296	3.117	2.946	3.591
	2	3.170	3.480	3.196	2.880	3.153	3.583
	3	3.238	3.111	3.298	3.037	3.200	3.875

Table D.1--Continued

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full-time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Maintaining occupational safety and health standards in the lab (or shop)							
$\bar{X}$ desired proficiency	1	4.467	4.543	4.473	4.404	4.466	4.636
	2	4.440	4.520	4.478	4.265	4.517	4.583
	3	4.438	4.631	4.423	4.336	4.462	4.625
$\bar{X}$ acquired proficiency	1	4.097	4.286	4.134	4.011	3.965	4.273
	2	4.025	3.960	4.101	3.867	4.167	4.087
	3	4.128	4.274	4.153	4.019	4.200	4.125
Analyzing student performance							
$\bar{X}$ desired proficiency	1	4.192	4.371	4.145	4.117	4.155	4.364
	2	4.142	4.080	4.161	4.181	4.100	4.167
	3	4.136	4.292	4.112	4.037	4.215	4.250
$\bar{X}$ acquired proficiency	1	3.931	4.200	3.985	3.731	3.828	4.227
	2	3.798	3.680	3.956	3.687	3.750	3.833
	3	3.978	3.984	4.116	3.673	4.015	4.083
Providing information on continuing education							
$\bar{X}$ desired proficiency	1	3.949	4.200	3.990	3.813	3.807	4.273
	2	3.867	3.840	3.876	3.795	3.814	4.042
	3	3.891	3.938	3.935	3.660	4.016	3.958
$\bar{X}$ acquired proficiency	1	3.581	3.914	3.777	3.261	3.250	3.909
	2	3.434	3.280	3.620	3.181	3.322	3.542
	3	3.618	3.672	3.818	3.236	3.672	3.583

Table D.1--Continued

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Using counseling techniques to help students solve personal problems							
$\bar{X}$ desired proficiency	1	3.861	4.200	3.842	3.734	3.877	3.955
	2	3.895	3.920	3.861	3.783	4.000	3.875
	3	3.928	4.095	3.879	3.800	4.0000	4.042
$\bar{X}$ acquired proficiency	1	3.475	3.829	3.605	3.117	3.304	3.818
	2	3.419	3.440	3.511	3.181	3.383	3.250
	3	3.622	3.672	3.702	3.362	3.565	3.792
Guiding students in the use of community agencies and services							
$\bar{X}$ desired proficiency	1	3.971	4.229	3.940	3.892	4.018	4.048
	2	3.975	4.200	3.906	3.855	4.000	4.167
	3	4.009	4.226	3.953	3.906	4.016	4.125
$\bar{X}$ acquired proficiency	1	3.521	3.771	3.615	3.194	3.446	3.952
	2	3.497	3.542	3.580	3.277	3.383	3.625
	3	3.697	3.867	3.740	3.434	3.619	3.958
Providing special instruction or assistance to disadvantaged or handicapped students							
$\bar{X}$ desired proficiency	1	3.960	4.400	3.950	3.862	3.793	4.091
	2	3.910	3.960	3.949	3.795	3.933	4.042
	3	3.967	4.203	3.953	3.813	3.969	4.000
$\bar{X}$ acquired proficiency	1	3.816	4.147	3.909	3.532	3.661	4.136
	2	3.627	3.600	3.746	3.422	3.583	3.708
	3	3.967	3.841	3.962	3.486	3.781	4.083

Table D.1--Continued

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Providing special instruction or assistance to second language students							
$\bar{X}$ desired proficiency	1	3.408	3.886	3.440	3.315	3.351	3.091
	2	3.293	3.833	3.297	3.229	3.220	3.292
	3	3.279	3.492	3.160	3.123	3.625	3.375
$\bar{X}$ acquired proficiency	1	2.857	3.343	2.939	2.720	2.614	3.136
	2	2.645	3.292	2.664	2.458	2.305	3.217
	3	2.906	2.875	2.967	2.585	3.079	3.417
Recognizing special characteristics of the adult learner							
$\bar{X}$ desired proficiency	1	3.051	3.286	3.060	3.011	3.070	2.909
	2	3.053	3.583	3.066	2.928	2.864	3.167
	3	2.934	3.141	2.845	2.895	2.969	3.208
$\bar{X}$ acquired proficiency	1	2.497	2.629	2.698	2.813	2.179	2.818
	2	2.456	3.042	2.723	1.964	2.102	2.619
	3	2.534	2.397	2.695	2.219	2.400	3.125
Maintaining class interest to keep students in the program							
$\bar{X}$ desired proficiency	1	2.807	3.571	3.579	3.447	3.373	3.727
	2	3.424	4.040	3.543	3.120	3.103	3.583
	3	2.823	3.477	3.400	3.236	3.846	3.417
$\bar{X}$ acquired proficiency	1	3.456	3.343	3.212	2.553	2.509	3.773
	2	2.694	3.280	3.208	2.072	2.288	2.913
	3	3.344	2.846	3.116	2.632	3.462	3.333

Table D.1--Continued

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full-time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Determining tools to measure student achievement							
$\bar{X}$ desired proficiency	1	2.653	3.657	3.876	3.635	3.526	3.682
	2	3.510	3.880	3.878	3.301	3.700	3.625
$\bar{X}$ acquired proficiency	3	2.984	3.719	3.384	3.537	3.554	3.625
	1	2.799	3.429	3.473	2.948	2.929	3.500
	2	2.940	3.000	3.604	2.578	2.850	3.125
	3	2.808	3.270	3.296	3.019	3.092	3.333
Assessing teacher effectiveness							
$\bar{X}$ desired proficiency	1	1.912	3.583	3.479	2.947	3.286	3.190
	2	3.152	4.080	3.858	2.771	3.102	3.417
$\bar{X}$ acquired proficiency	3	2.091	3.219	3.181	2.766	3.554	3.250
	1	3.733	3.194	2.690	2.421	2.600	3.364
	2	2.681	3.080	2.632	2.145	1.407	2.870
	3	3.832	2.797	3.130	2.393	3.015	3.333
Assessing program effectiveness							
$\bar{X}$ desired proficiency	1	3.374	3.444	3.576	3.219	3.375	3.364
	2	2.259	3.920	3.554	2.855	3.288	3.417
$\bar{X}$ acquired proficiency	3	3.405	3.422	3.270	3.121	3.338	3.042
	1	4.190	3.167	2.784	2.458	2.491	3.136
	2	2.643	3.040	2.598	2.036	2.407	2.739
	3	4.169	2.698	2.972	2.551	2.600	3.042

Table D.1--Continued

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full-time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Maintaining student records							
$\bar{X}$ desired proficiency	1	3.868	3.583	3.458	3.423	3.561	3.381
	2	3.404	3.800	3.360	3.301	3.500	3.375
$\bar{X}$ acquired proficiency	3	3.903	3.677	3.421	3.196	3.185	3.292
	1	1.228	2.972	3.388	2.302	2.554	3.045
	2	2.563	2.680	3.861	2.205	2.317	2.227
	3	1.416	2.769	2.823	2.383	2.688	3.125
Developing a co-op work experience program							
$\bar{X}$ desired proficiency	1	2.398	2.972	2.786	2.674	2.946	2.600
	2	2.796	3.120	2.679	2.819	2.847	2.875
$\bar{X}$ acquired proficiency	3	2.356	3.281	2.781	2.733	2.629	2.625
	1	2.351	2.056	2.189	1.628	1.655	2.045
	2	1.792	1.720	2.267	1.602	1.847	1.750
	3	2.664	2.188	2.000	1.962	2.095	2.167
Implementing and supervising activities of student vocational organizations							
$\bar{X}$ desired proficiency	1	3.511	3.972		3.625	3.825	3.500
	2	3.774	4.040	3.387	3.687	3.817	3.667
$\bar{X}$ acquired proficiency	3	3.457	4.077	3.813	3.720	3.862	3.667
	1	2.937	3.778		3.118	3.411	3.381
	2	3.119	3.320	3.154	2.976	3.167	2.833
	3	3.004	3.738	3.398	3.262	3.415	3.542

Table D.1--Continued

Competency Area		Total Adult Vocational	Full-time Adult Vocational	Part-time Adult Vocational/Full-time Secondary	Part-time Adult Vocational/Working Outside the Field of Education Full-time	Part-time Adult Vocational Only	Part-time Adult Vocational/Full-time Coordinators, Supervisors or Administrators
Assisting students in career orientation and job placement							
$\bar{X}$ desired proficiency	1	3.547	4.417		4.247	4.310	4.227
	2	4.239	4.200	4.547	4.301	4.283	4.125
	3	3.496	4.415	4.245	4.176	4.234	4.250
$\bar{X}$ acquired proficiency	1	3.095	4.139		3.776	3.914	4.190
	2	3.776	3.600	3.785	3.771	3.650	3.708
	3	3.393	4.015	3.968	3.796	3.794	3.875

*1 = Western Region

*2 = Central Region

*3 = Eastern Region